



# 2025 Environmental, Social and Governance Report

GenScript Biotech Corporation

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# About the Report

## Overview

This is the 10<sup>th</sup> Environmental, Social, and Governance Report (the “Report” or the “ESG Report”) issued by GenScript Biotech Corporation (“GenScript,” or “We”), together with its subsidiaries (collectively, the “Group”). This Report is published each year to provide information on the Company’s environmental, social, and governance (“ESG”) policy development and performance and objectively disclose the Company’s management and effectiveness in respect of sustainable development to respond to the expectations of our stakeholders.

## Reporting Scope and Boundary

The Report discloses the management and results of ESG related issues for the period from January 1, 2025, to December 31, 2025 (the “Reporting Period” or the “Year”), and part of the information dates to the previous year or covers the first quarter of 2026. For details on the Company’s business, please see the 2025 Annual Report available on our website at <https://www.genscript.com/annual-results-packages.html>.

## Basis of Preparation

The Report has been prepared strictly in accordance with the requirements of the *Environmental, Social, and Governance Reporting Code* (the “ESG Reporting Code”) as set out in Appendix C2 of the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited* (“HKEX”) (“Listing Rules”), and is based on the following principles:

**Materiality:** The Report discloses the procedures of identifying material ESG factors, including stakeholder identification and survey, materiality assessment using the materiality matrix, and reporting of ESG-related material factors and issues.

**Quantitative:** The Report measures key performance indicators (KPIs), discloses quantitative data as required by the ESG Reporting Code issued by the HKEX, and specifies the scope of statistics and basis of calculation.

**Balance:** The Report provides an unbiased and objective view of our ESG performance.

**Consistency:** The Report uses consistent methodologies and explains statistical methodologies and standards.

<sup>1</sup> Subject to the average USD/CNY exchange rate of 7.14167 in 2025

## Process of Preparation

The contents of the Report have been determined based on a set of systematic procedures. Such procedures include, among others, forming a working group, identifying key stakeholders, conducting interviews with the stakeholders, isolating and prioritizing material ESG related topics, deciding the scope of the ESG Report, collecting relevant materials and data, determining the framework, compiling and designing the report, and conducting reviews by relevant departments and the senior management.

## Data Sources and Reliability Statement

The information and data disclosed in the Report are derived from the statistical reports and formal documents of the Company and have been reviewed by relevant departments. The Company confirms that there is no misstatement or misleading representation contained in the Report and takes responsibility for the truthfulness, accuracy, and completeness of the contents of the Report. Unless otherwise stated, all monetary amounts in the Report are denominated in U.S. dollars<sup>1</sup>, and all intensity data are based on revenue data in the annual report.

## Acknowledgment and Approval

Subject to the acknowledgement of the management, the Report has been approved by the Board on March 15, 2026.

## Availability of the Report

This Report is published in electronic form on the website of the HKEX and the Company’s website available at <https://www.genscript.com/>.

We value the opinions of all stakeholders and are open to your feedback through the following contact information. Your opinions will help us improve the Report as well as our ESG performance.

Email: [ESG@genscript.com](mailto:ESG@genscript.com)

# Message from Our CEO



Dear stakeholders,

We are delighted to present GenScript's 2025 Environmental, Social, and Governance (ESG) Report, which highlights our endeavors and progress in sustainability throughout 2025. At GenScript, sustainability is integral to our long-term growth. We turn our commitment into tangible action through continuous improvement in ESG management systems and overall performance. With this report, we aim to enhance transparency across our business operations and value chain, offering a comprehensive view of the impact we create and the value we deliver to all stakeholders.

Strong governance is central to effective sustainability oversight and management. Our ESG governance framework is led by the Risk Management and ESG Committee at the Board level, supported by the ESG Working Team and ESG-related functions. This ensures clear strategic direction, strong accountability, and effective execution at every level of our business. As a proud participant in the United Nations Global Compact (UNGC), we align our sustainability agenda with the UN Sustainable Development Goals (SDGs). Through proactive initiatives, we drive meaningful progress towards a more sustainable future.

Our team members are the core driving force behind innovation and business success. We are proud to nurture a global team of 6,165 diverse and skilled individuals, with over 58% female representation and over 56% of Science, Technology, Engineering and Mathematics (STEM) positions held by women. We enable our employees to unleash their full potential through a wide range of learning opportunities and career development programs. We support employee well-being through competitive and equitable compensation and benefit packages. By fostering an inclusive, respectful, and diverse workplace, we ensure every individual is valued and every team member is empowered to thrive. In 2025, we earned the Global Talent Magnet Employer award by LinkedIn, underscoring our ability to attract, engage and retain top talents worldwide.

As part of our commitment to environmental stewardship, we continuously optimize our energy and water management practices and reduce waste generated during production and operations to support the global climate goal of limiting global warming to below 1.5°C. To deliver on our climate targets validated by the Science Based Targets initiative (SBTi), we have stepped up our decarbonization efforts by enhancing our energy management system, improving energy efficiency, integrating renewable energy into our energy mix through photovoltaic system deployment, and driving process improvement across our manufacturing and operations. These initiatives move us steadily towards our net-zero ambition by 2050.

Our sustainability criteria extend to our supply chain as well. As a supplier partner of the Pharmaceutical Supply Chain Initiative (PSCI), we conduct ESG assessments and audits under PSCI principles to assess supply chain risks and drive responsible practices among suppliers. We implement a systematic and proactive risk mitigation process to ensure sustainable supply. To better align with our business partners, we hosted our Supplier Day in 2025, sharing our supply chain management strategy and sustainable procurement practices to promote supplier engagement. By empowering and developing our suppliers, we enable our clients to meet global regulatory requirements and enhance resilience in various regulatory landscapes.

We are equally committed to supporting the communities where we operate. In 2025, we expanded our global volunteer programs, involving more employees in environmental protection, health support, education, and community service. Our team members came together to dedicate a total of over 1,400 volunteer service hours. Beyond our local communities, we leverage our expertise to drive transformative progress within our industry. By driving partnerships through our global forums and funding support, we work to accelerate therapeutic breakthroughs and broaden patient access to life-changing innovations.

Our strong ESG performance has earned wide recognition from global rating agencies. In 2025, we achieved an "AA" rating from MSCI ESG Ratings, a Silver Medal from EcoVadis, and a "Low Risk" rating from Sustainalytics. We have also been included in the S&P Global Sustainability Yearbook 2026 and the FTSE4Good Index Series.

I invite you to explore this report for more details about our ESG priorities and progress. We appreciate the trust and ongoing support from our stakeholders, and we remain committed to working with global partners to advance innovation and sustainability. By pursuing operational excellence and sustainable growth, we strive to deliver long-term value for all stakeholders.

Sherry Shao  
Rotating Chief Executive Officer (CEO)

# Company Overview

The Group is a well-recognized biotechnology company. Based on our proprietary DNA synthesis technology and the other technology and know-how on life science research and application, we have well established three major platforms, including (i) GenScript Life Science Group, a life-science services and products platform that offers comprehensive solutions and products to global research communities; (ii) ProBio, offering end-to-end contract research, development and manufacturing organization (CRDMO) services from drug discovery to commercialization with proactive strategies, professional solutions and efficient processes in cell and gene therapy (CGT), antibody and recombinant protein drug, aiming to accelerate drug development for customers; and (iii) Bestzyme, an industrial synthetic biology products platform.

The Group's business operations span over 100 countries and regions worldwide. As a trusted partner to researchers and innovators worldwide, we empower innovation in academia, biotech and healthcare communities by offering the critical platforms and end-to-end services needed to translate scientific discovery into transformative therapies.

Guided by our mission to make people and nature healthier through biotechnology, we deliver premium solutions to empower our customers' research, nurture a respectful, growth-focused culture for our employees, build collaborative ecosystems with our strategic partners, and uphold integrity, transparency, and ethics to create lasting value for society.

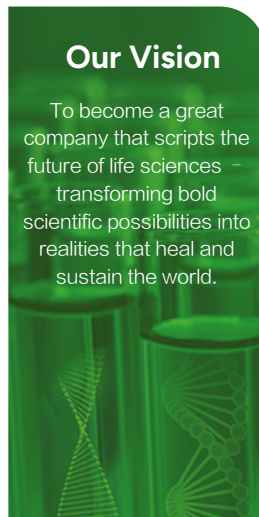
### Our Mission

We exist to make people and nature healthier through biotechnology – advancing innovative life science solutions that drive progress and impact.



### Our Vision

To become a great company that scripts the future of life sciences – transforming bold scientific possibilities into realities that heal and sustain the world.



### Our Spirit

Customer First,  
Innovation,  
Collaboration  
Integrity,  
Dare to Win,  
Introspection



GenScript Life Science Group, the foundational platform of the Group's biotechnology infrastructure, providing integrated research services and products that enable biological discovery at global scale. Through proprietary integrated platforms, GenScript Life Science Group delivers a comprehensive suite of solutions spanning DNA synthesis, RNA synthesis, peptide synthesis, protein production, reagent antibody development, and life science instruments and consumables. These capabilities support scientists across pharmaceutical companies, biotechnology firms, and academic institutions accelerating the journey from research ideas to impactful biological discovery. By lowering the barriers of speed, cost, and technical complexity in early-stage research, GenScript Life Science Group plays a critical role in enabling the next generation of biologic medicines and advanced therapies worldwide.

## ProBio

ProBio, a subsidiary of the Group, is a well-recognized global CRDMO dedicated to empowering biologics and CGT innovators with end-to-end solutions. Our integrated platforms seamlessly combines discovery, development, and manufacturing services, optimizing the development process, shortening timelines, and enhancing the success rate of biologics and CGT projects. ProBio is committed to collaborating with customers in order to shape a healthier future.



Bestzyme is a subsidiary of the Group engaged in the industrial enzyme and SynBio products fields. Bestzyme uses advanced protein engineering technology to develop and produce innovative industrial enzymes, and to provide solutions for biofuel, food and beverage, distilling, starch, household care, textile, animal feed industries and functional proteins. We are also exploring new opportunities in SynBio products field, aiming to unlock new possibilities from both technical and commercial perspectives.

## ESG Commitments and Ratings

A signatory of the United Nations Global Compact (UNGC)



Decarbonization targets approved by the Science Based Targets Initiative (SBTi)



Pharmaceutical Supply Chain Initiative (PSCI) Supplier Partner



Received "AA" rating from MSCI



Awarded a Silver Medal by EcoVadis



Included in the S&P Global Sustainability Yearbook 2026, with a CSA score of 62 placing us among the top 6% of the industry



"Low Risk" Rating from Sustainalytics



Included in the FTSE4Good Index Series



Received a "B" rating for CDP Climate Change



# Supporting the UN SDGs

## SDGs

## 2025 Progress



**Ensure healthy lives and promote well-being for all at all ages**

We strive to improve human health and well-being for all by providing end-to-end services for biotech and pharma companies and academic institutions, protecting employee health and safety, and supporting communities.

- ▶ We offer innovative services and products to accelerate therapeutic research, development, regulatory approval, and commercialization.
- ▶ We ensure our products meet global quality standards and protect patient safety. In 2025, we passed the Rx-360 audit at one of our major manufacturing sites.
- ▶ We care for physical and mental health of our employees and promote work-life balance. Zero work-related fatalities occurred in the past three years.
- ▶ We provide care and health support for the rare disease community and raise awareness of cancers through our volunteer programs.



**Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**

We provide employees with diverse training programs on leadership, competency, and degree advancement, and expand educational outreach to reach wider communities.

- ▶ We create career development plans for employees and provide courses that support employees' growth and readiness for future roles.
- ▶ In 2025, 100% of employees received professional training. Employee training hours increased by 18% compared to 2024.
- ▶ As part of our volunteer initiatives, we delivered biology education sessions to schools and local communities to enhance public science awareness.



**Achieve gender equality and empower all women and girls**

Gender equality is essential for creating a more inclusive and productive workplace. We uphold human rights and ensure equal opportunities for men and women in recruitment, promotion, compensation, and benefits based on competencies and performance.

- ▶ In 2025, female employees accounted for over 58% of our workforce, and nearly 50% of managerial positions were held by women.
- ▶ We empower female employees in the workplace through policies, leadership visibility, and supportive networks.
- ▶ To close gender pay gaps, we monitor pay equity, conduct gender pay reviews, and increase transparency around promotions and salary increases.



**Ensure availability and sustainable management of water and sanitation for all**

We enhance water efficiency and strengthen wastewater management across our operations.

- ▶ We prioritize water conservation through efficient water use, reclaimed water reuse, refined contractor water use management, and water balance assessments, while engaging employees in reducing water consumption.
- ▶ We conducted water risk analyses by using Aqueduct's global water risk mapping tool to assess and manage water-related risks across our major operational sites.

## SDGs

## 2025 Progress



**Ensure access to affordable, reliable, sustainable and modern energy for all**

We adopt a systematic approach to energy management and improve energy efficiency across construction, production, R&D, and office operations.

- ▶ Our *Energy Management Policy* sets out a framework for monitoring, managing and optimizing energy use.
- ▶ We have two major manufacturing sites certified to ISO 50001 energy management system, enabling us to enhance energy efficiency and reduce energy waste.
- ▶ We implement a range of energy-saving initiatives, including energy efficiency programs, transition to renewable energy, equipment upgrades, and process improvements.



**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

Aligned with market dynamics and business needs, we maintain a global talent base. We prevent discrimination and harassment in the workplace, offer competitive compensation and equal career opportunities, and create a safe working environment.

- ▶ We implement a local hiring approach that creates substantial employment opportunities for local communities. In 2025, we had a workforce of 6,165 members across Asia, Americas, Europe and other regions.
- ▶ No workplace discrimination or harassment incidents occurred.
- ▶ 100% of our employees received occupational health and safety training.



**Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation**

We deliver sustainable solutions through innovation, while leveraging a lean approach and low-carbon practices to reduce waste and improve resource utilization in production and operations. We also constantly upgrade our equipment and facilities to improve energy efficiency.

- ▶ We significantly invest in R&D and innovation across our three business segments. In 2025, our R&D spending increased by 32.4% year over year, and we were granted 37 new patents.
- ▶ We launched the Life Science Research Grant Program to catalyze innovation across key life science fields, and sponsored the International Genetically Engineered Machine (iGEM) competition to support next-generation innovators.
- ▶ Our industrial synthetic biology segment offers sustainable solutions to advance sustainable manufacturing processes for the industry.



**Reduce inequality within and among countries**

We adopt inclusive hiring and prohibit discrimination or harassment based on race, gender, religion, physical condition, or other backgrounds.

- ▶ We are committed to pay equity, ensuring that employee compensation is based on their role, skills, and performance rather than gender.
- ▶ We conduct annual pay reviews and provide clear guidelines to managers and employees on pay policies to reduce unconscious bias.



**Make cities inclusive, safe, resilient and sustainable**

We advance sustainability by embedding ethical, responsible, and low-carbon practices into our operations and by proactively engaging with our communities.

- ▶ We advance sustainability by embedding ethical, responsible, and low-carbon practices into our operations and by proactively engaging with our communities.
- ▶ We support communities through both financial support and employee volunteer services for vulnerable groups and urban cleaning initiatives.
- ▶ We implement local recruitment and procurement, creating job and business opportunities for local communities.
- ▶ We work with women- and minority-owned businesses to promote inclusive growth within our value chain.

## SDGs



### Ensure sustainable consumption and production patterns

## 2025 Progress

We offer sustainable products by promoting green and responsible practices in production processes and supply chain.

- ▶ We extend sustainability principles to our supply chain through policies such as the *Sustainable Procurement Policy and the Supplier Code of Conduct*, ESG assessments and audits, and contracts with ESG clauses.
- ▶ We apply the 3R principles (Reduce, Refine, Replace) in our research and operations to enhance animal welfare.
- ▶ We have developed green manufacturing processes to reduce waste and pollution, e.g. a PFAS-free peptide process and LiqFINE® BAA acid-resistant amylase.



### Take urgent action to combat climate change and its impacts

We take proactive steps to enhance climate resilience and reduce greenhouse gas (GHG) emissions across our value chain, supporting our broader efforts to combat climate change.

- ▶ With our targets approved by the SBTi, we align our climate action with the 1.5°C goal of the Paris Agreement.
- ▶ We developed a comprehensive decarbonization roadmap to achieve net-zero emissions by 2050, supported by annual GHG inventory and third-party verification to quantify our carbon footprint and track progress.
- ▶ Our decarbonization initiatives focus on increasing energy efficiency, improving our energy mix, and optimizing manufacturing processes.



### Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

We uphold the highest standards of ethics and compliance, fostering accountability and responsible practices among all stakeholders.

- ▶ We have established the *Whistleblowing and Investigation Policy* and offer multiple channels for speaking up against any violations across our operations and value chain.
- ▶ In 2025, 100% of our employees and Board members received business ethics and anti-corruption training.
- ▶ We mandate that all suppliers sign the *Supplier Code of Conduct and the Integrity Undertaking* and enter into integrity agreements with customers.



### Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

We participate in global partnerships and industry standards to address global challenges, and work with business partners to create a sustainable ecosystem.

- ▶ As a participant of the UNGC, we align our operations with ten universal principles related to human rights, labor, environment, and anti-corruption.
- ▶ As a PSCI supplier partner, we advance responsible business practices in the supply chain for the pharmaceutical industry.
- ▶ We host global forums to foster collaboration among academia, industry, regulators, investors, and ecosystem partners, advancing CGT for patients worldwide.
- ▶ GenScript Life Science Research Grant Program provides global researchers with critical funding and access to advanced technologies. The program awarded 82 grants in 2025, bringing the cumulative total funding to US\$3.1 million by the end of the year.
- ▶ GenScript has supported the iGEM competition for over 16 years to advance the field of synthetic biology. By the end of 2025, we supported over 100 iGEM teams with essential biological materials and tools.

# 01

## Improving Governance

GenScript upholds the highest standards of integrity, compliance, and ethics across our operations. The Board and management incorporate material ESG factors into corporate strategy, risk management, and operational oversight, which supports a proactive approach to addressing risks and opportunities in climate change, labor and human rights, ethics, and sustainable procurement. Through our commitment to accountability and ethical conduct, we work to build a resilient foundation for sustainable growth and deliver long-term value for all stakeholders.



### Contributing to the UN SDGs



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## 1.1

# Corporate Governance

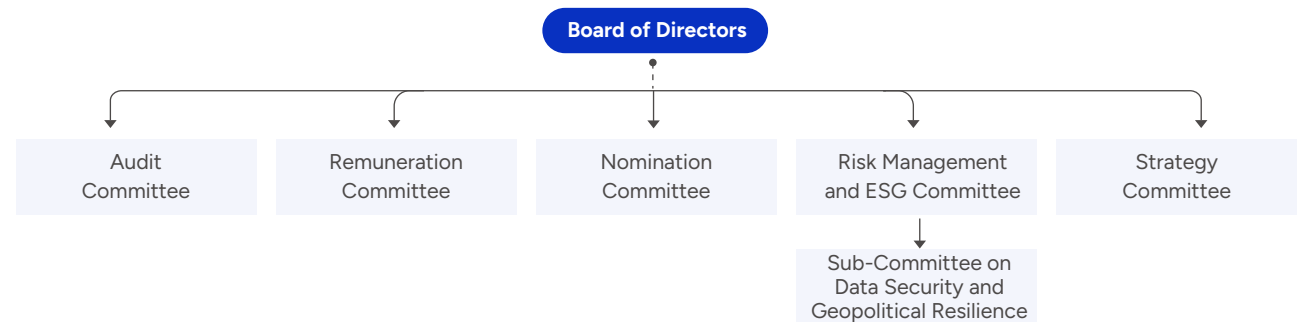
At GenScript, effective corporate governance is a strategic pillar of organizational resilience. We prioritize Board oversight, business ethics, information security, and risk management, which enables us to navigate evolving business landscapes, protect stakeholder interests, and advance our long-term vision.

## Board Oversight

Our Board oversight framework is designed to ensure strategic focus, clear accountability, and transparent decision-making across the Company. By defining management roles and responsibilities, we ensure independent and proactive oversight and alignment with our strategic objectives and stakeholder commitments.

### Board Governance Structure

The Board plays a critical role in guiding the Group's strategic direction, monitoring business and performance, and fostering transparent governance. Supported by specialized committees with diverse expertise, the Board delivers effective oversight across all operational and strategic priorities.



### Board Diversity

The Company believes that board diversity can enhance the performance of the Company. The Board has adopted a board diversity policy to ensure that in designing the Board's composition, board diversity will be considered from a number of aspects, including but not limited to gender, age, cultural and educational background, professional experience, skills, and knowledge. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard to the benefits of diversity on the Board. The Nomination Committee is responsible for ensuring the diversity of the Board. The Nomination Committee will review the board diversity policy from time to time to ensure its continued effectiveness and we will disclose in our corporate governance report the implementation and effectiveness of the board diversity policy on an annual basis.

The Board will consider setting measurable objectives to implement the board diversity policy and review such objectives from time to time to ensure appropriateness and ascertain the progress made towards achieving those objectives. As of the end of 2025, the Board had one female Director out of ten Directors. The Board targets to maintain at least the current level of female representation, with the ultimate goal of achieving gender parity. The Board will continue to take opportunities to increase the proportion of female members over time as and when suitable candidates are identified.

## Board Skill Matrix

The Board comprises 10 directors, consisting of four executive directors and six independent non-executive directors. Our directors bring a diverse and complementary mix of expertise, knowledge, and experience that enable the Board to effectively discharge its duties and responsibilities in attaining the Group's strategic objectives and achieving sustainable and balanced development. Particularly, their expertise in risk management, environmental sustainability, and business management supports effective oversight of ESG-related matters across the Group.

Expertise & Experience	Description	Number of Directors	Coverage (% of entire Board)
Leadership	Executive leadership & strategy/directorship or senior executive experience with other listed companies	10	100%
Industry knowledge and experience	Understanding of the Company's business operations, market development, competitors, technology and innovation	6	60%
Global business experience and strategy	Experience in identifying strategic opportunities and threats, whilst developing and implementing plans to achieve corporate objectives	9	90%
Financial literacy/auditing/business acumen	Ability to read and comprehend corporate accounts, financial materials and financial reporting or auditing requirements	3	30%
Risk management and compliance	Ability and experience in implementing, managing or overseeing risk management and internal control systems for legal and regulatory compliance	3	30%
People management experience	Experience at a senior level with responsibilities for people management and successful implementation of change	3	30%
Environment and sustainability	Experience in sustainability strategy, ESG compliance, and reducing environmental impact	2	20%
Information technology	Background of or experience in digital technology, cybersecurity, or emerging technologies	1	10%

## Board Training

To ensure the Board maintains the expertise needed for effective oversight, we prioritize training on corporate governance, risk management, and sustainability for directors. In 2025, each of the directors has participated in continuous professional development to develop and refresh their knowledge and skills.

Areas	Topics
Directors' duties	<ul style="list-style-type: none"> <li>• Directors' conduct, duties and governance skillset under the <i>Listing Rules</i> and Hong Kong laws</li> </ul>
<i>Listing Rules</i> and Hong Kong law compliance	<ul style="list-style-type: none"> <li>• Entities Listing on HKEX Series - updates on New <i>Listing Rules</i></li> <li>• Enhanced Climate-related Disclosure Requirements by HKEX</li> <li>• Notifiable Transactions</li> <li>• Connected Transactions</li> <li>• HKEX Listing Rule – Loan to Directors</li> <li>• HKEX Listing Rule – Financing Transactions</li> <li>• HKFRS 18 – Presentation &amp; Disclosure in Financial Statements</li> </ul>
Corporate governance and ESG	<ul style="list-style-type: none"> <li>• Regulation Updates on CG Cod</li> <li>• ESG Regulatory Update &amp; Climate-Related Insights</li> <li>• Internal Audit Series – Establishing Effective ESG Controls</li> <li>• Navigating Local &amp; International Standards and ESG Software</li> <li>• Charting Sustainability Reporting in Hong Kong, HKFRS S1 &amp; S2</li> <li>• HKEx – Corporate Governance Guide for Directors</li> </ul>
Risk management and internal controls	<ul style="list-style-type: none"> <li>• Business Conduct Guidelines</li> </ul>

# Business Ethics

Ethical conduct is the foundation of sustainable success. We uphold the highest standards of ethics and integrity across our operations, and comply with all applicable laws and regulations in the countries and regions where we operate.

We have established a robust framework of *business ethics policies*, including the *Business Conduct Guidelines*, the *Anti-Corruption Policy*, and the *Whistleblowing and Investigation Policy*, among others. These policies articulate clear expectations for ethical conduct and anti-corruption practices, while also establishing channels and procedures for reporting and investigation. These policies apply to all employees, Board members as well as our suppliers and business partners, ensuring that integrity is embedded into every aspect of our business and business partnerships.

## Ethics Governance

The Board holds ultimate responsibility for overseeing the Company's ethical framework by reviewing and approving ethical policies, assessing ethics-related risks, and ensuring transparent handling of any misconduct. The Internal Audit Department monitors and investigates issues involving fraud, bribery, corruption, and conflict of interest, and submits quarterly reports to the Audit Committee of the Board for review.

### Business Ethics Supervision Process



## Business Ethics Targets

We have set quantitative targets with a defined timeline in our Business Conduct Guidelines. Our 2025-2027 targets and progress are as follows:

2025-2027 Targets	Progress
Business ethics awareness training covering 100% of employees	Achieved
Conflicts of interest evaluations covering 100% of employees	

## Reporting and Investigation

Guided by our *Whistleblowing and Investigation Policy*, we maintain secure and confidential channels for employees and external stakeholders to report any suspected or potential misconduct, including bribery, corruption, fraud, and policy violations. The reporting channels are communicated to all employees and suppliers through employee awareness training programs and supplier conferences.

In 2025, we received 10 reports, none of which were identified as bribery or corruption violations after thorough investigations.

Channel	Corporate website	Hotline	Mailbox
	A designated portal for reporting on our website	24/7 global hotline for urgent and immediate reporting	A secure mailbox (compliance@genscript.com) for reporting and correspondence

## Whistleblower Protection

Our *Whistleblowing and Investigation Policy* sets out the reporting channels, whistleblower protection and confidentiality, and investigation process. The Internal Audit Department conducts thorough investigations into reported misconduct and submits a report to the Audit Committee for review. Whistleblowers are protected against any form of retaliation or unfair treatment.

Protection	Measure
Anonymity	We allow anonymous reporting.
Confidentiality	We keep whistleblowers' identity and whistleblowing reports confidential, and provide special protection for real-name whistleblowers.
Employment Monitoring	We protect the legitimate rights and interests of whistleblowers, and regularly monitor their job changes or resignations to prevent any indirect retaliation.
Accountability	We implement disciplinary action for any retaliation or breaches of confidentiality.

## Internal Audit

We have a robust internal audit system in place to review the effectiveness of internal processes and systems and assess risks across the Group. We embed core business ethics risks into our audit plan, prioritizing high-risk areas including finance, supply chain, sales, and expense management. We regularly review compliance for personnel in procurement, sales and other sensitive roles, ensuring timely corrective action and follow-through of issues identified. Our annual rolling audits cover high ethical risks such as corruption, bribery, and conflicts of interest across all business units.

## Integrity Management

We integrate ethical principles into every aspect of our business. With comprehensive procedures for internal and external stakeholders, we identify, prevent, and mitigate corruption risks across our value chain. Our integrity standards are communicated to all employees, suppliers, and business partners, and reinforced through ongoing training and communication.

Internal Management	External Management
Require all employees to acknowledge and sign the commitment letter under the <i>Business Conduct Guidelines</i>	Sign integrity agreements with customers
Require all employees to disclose conflicts of and prohibit them from offering or promising any improper benefits to any individual or organization to secure or maintain business	Require all suppliers to sign the <i>Supplier Code of Conduct</i> and the <i>Integrity Undertaking</i> to prevent bribery, corruption, or unfair competition
Maintain a gift and entertainment declaration process for reporting gifts received from suppliers or partners	Collect information on supplier misconduct through reporting channels, conduct investigations, and implement disciplinary action for violations

In 2025, we signed integrity agreements with nearly 100 customers, reinforcing our accountability to uphold ethics, integrity, transparency, and fairness in all collaborations.

## Ethical Culture

With integrity as part of our core values, we foster a strong ethical culture by delivering anti-corruption training for the Board and all employees. In 2025, all employees received training on business ethics and anti-corruption, covering conflicts of interest, anti-corruption requirements, insider trading, reporting channels, and whistleblower protection mechanism, among others. All employees are required to sign the *Business Conduct Guidelines* as a commitment to ethical conduct.

Level	Awareness Training
<b>Board</b>	<ul style="list-style-type: none"> <li>• Training on insider trading and related-party transaction for new directors</li> <li>• Training on the <i>Business Conduct Guidelines</i> for all directors</li> </ul>
<b>Leaders</b>	<ul style="list-style-type: none"> <li>• Anti-corruption and anti-fraud training for the leadership team, covering ethics requirements and case studies</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Business Conduct Guidelines training for all new employees in the onboarding process</li> <li>• Business ethics and anti-corruption training programs for 100% of employees, including full-time employees, interns, and contractors</li> <li>• Integrity and ethics notices pushed to all employees through an online platform</li> </ul>

## Compliance Engagement

We proactively engage with the broader compliance ecosystem to strengthen our ethical framework. We draw on industry-leading insights from third-party compliance training and local corruption risk management seminars. We also leverage supplier conferences to deliver anti-corruption education and promote a culture of integrity. By securing supplier commitments to our compliance standards, we elevate ethical governance standards across our entire value chain.

Indicators	Unit	2025
Average training hours of Board members on anti-corruption	Hour	0.5
Average training hours of employees on anti-corruption	Hour	1
Percentage of Board members trained on anti-corruption	%	100
Percentage of employees trained on anti-corruption	%	100
Number of participants in anti-corruption training (including Board members and employees)	Number	6,171



# Information Security

Protecting our business data and systems is critical to business continuity, customer trust, and regulatory compliance. We safeguard the confidentiality, integrity, and availability of customer data and intellectual property through a robust information security framework. Our governance approach and core practices are set out in the *GenScript Data Security White Paper*, which defines our life cycle management standards for business data and customer privacy.

## Information Security Governance

We have established a top-down information security governance structure, with responsibilities cascading from the Board to every employee to ensure disciplined execution and accountability across all levels.

Information Security Responsibilities	
<b>Oversight Level</b>	<ul style="list-style-type: none"> <li>The Risk Management and ESG Committee oversees information security issues. Its Sub-Committee on Data Security and Geopolitical Resilience is responsible for reviewing and assessing the effectiveness of data security and privacy risk management.</li> </ul>
<b>Management Level</b>	<ul style="list-style-type: none"> <li>The CEO is ultimately accountable for information security, providing top-level oversight.</li> <li>Department heads act as information security owners for their respective departments.</li> <li>The Information Security Committee comprising department heads sets information security management targets, assigns responsibilities, and drives initiatives across the Company.</li> </ul>
<b>Execution Level</b>	<ul style="list-style-type: none"> <li>The Information Security Department establishes the information security strategy and risk management mechanism, assesses risks, and develops risk mitigation measures.</li> <li>Functions implement information security requirements and improve information security processes.</li> <li>All employees are required to comply with information security policies and fulfil confidentiality obligations.</li> </ul>

## Information Security Policies

We have developed a set of information security policies and procedures in line with the ISO 27001 Information Security Management System, including the *GenScript Data Security White Paper*, the *Information Security Management Policy*, the *Information Security Risk Management Rules*, and the *Information Security Incident Management Rules*, among others. These policies strengthen our information security governance across risk management, incident response, and business continuity.

We have obtained the ISO 27001 certification covering 100% of our major operational sites, which underscores the effectiveness of our information security and privacy protection measures.

### Measures to Mitigate Data Leak Risks

<p><b>Preventive measure</b></p>	<ul style="list-style-type: none"> <li>We organize information security training and exams for all employees, and implement quarterly phishing simulations to improve employees' ability to recognize and respond to cyberattacks. All employees are required to sign information security commitments on an annual basis.</li> <li>We perform quarterly vulnerability scanning and fixes to eliminate risks at the source.</li> </ul>
<p><b>Monitoring and response</b></p>	<ul style="list-style-type: none"> <li>We have established an alerting platform to ensure real-time visibility and rapid response to potential security threats.</li> <li>We undergo annual audits and assessments, including Authorized Economic Operator (AEO) audits by customs authorities, customer security assessments, and third-party penetration testing on major systems.</li> </ul>
<p><b>Testing and improvement</b></p>	<ul style="list-style-type: none"> <li>We conduct regular security attack-defense drills to identify system vulnerabilities and security risks, and test our defense against threats.</li> <li>Based on drill outcomes, we develop short-term and long-term improvement plans to optimize our security architecture.</li> </ul>

We integrate information security requirements into our supplier management process to ensure suppliers meet our standards for protecting confidential data and critical business systems. We have established a due diligence process to prevent third-party risks.

Supplier Information Security Due Diligence	
<p><b>Information security assessment</b></p>	<ul style="list-style-type: none"> <li>We collect details on suppliers' information security management systems and data security measures through supplier questionnaires to evaluate suppliers' compliance and capabilities in information security management.</li> </ul>
<p><b>Security requirements &amp; contract review</b></p>	<ul style="list-style-type: none"> <li>We communicate our information security requirements to suppliers, and review internal control and technical requirements in user requirement specifications.</li> </ul>
<p><b>Technical testing</b></p>	<ul style="list-style-type: none"> <li>For software and system suppliers, we perform comprehensive technical security testing, including static application security testing (SAST), dynamic application security testing (DAST), and dynamic penetration testing to eliminate vulnerabilities.</li> <li>We verify security configurations of suppliers' devices and applications.</li> </ul>

### Information Security Continuity

We integrate data security into our business continuity strategy to prevent business disruptions. To ensure information and system availability, our *Information Security Continuity Management Rules* specify risk assessment and business impact analysis methodologies, and set requirements for business continuity planning, disaster recovery, data backup, and emergency response.

To efficiently detect and mitigate information security risks, we have established information security incident reporting, evaluation, and response mechanisms. A reporting process is in place for employees to promptly report observed or suspected information security vulnerabilities of any system or service to the information security team. The information security team initiates investigations based on the nature and severity of the reported security incidents and escalates incidents with any potential external impact to the Information Security Committee. This proactive approach protects our business and systems from potential threats.



## Customer Privacy Protection

With customer privacy as one of our key commitments, we comply with global data privacy laws and industry best practices. We have established a comprehensive security framework for data isolation, de-identification, and protection against unauthorized access or misuse. Our publicly available *Privacy Policy* defines principles for data collection, use and retention, ensuring all personal data is processed lawfully and only for legitimate and necessary business purposes.

Principles of the <i>Privacy Policy</i>	
<b>Data collection</b>	<ul style="list-style-type: none"> <li>We collect personal data only for necessary purposes, with explicit consent of customers.</li> </ul>
<b>Data use</b>	<ul style="list-style-type: none"> <li>Personal data is used only to deliver consistent high-quality products and services, with a clearly defined scope of data use.</li> </ul>
<b>Customer rights</b>	<ul style="list-style-type: none"> <li>Customers are informed of how their personal data is collected, used, retained and processed.</li> <li>Any collection or use of customers' personal data requires explicit consent. Customers also have the option to opt-out of the processing of their personal data for non-communication purposes.</li> <li>Customers may request access to, correction, deletion or transfer of their personal data.</li> </ul>
<b>Data retention</b>	<ul style="list-style-type: none"> <li>Personal data is retained only for as long as necessary for its intended purpose or legitimate reasons.</li> </ul>
<b>Personal data security</b>	<ul style="list-style-type: none"> <li>We implement appropriate technical and organizational security measures to safeguard personal data against unauthorized access, misuse or loss.</li> </ul>

To meet global and regional compliance requirements and customer preferences, we have established multiple data centers worldwide to store customer data separately in the U.S., Singapore, and Mainland China. This localized approach mitigates cross-border transfer risks, while enhancing security through encryption and stringent access controls.

In 2025, no breaches of customer privacy occurred.



# Risk Management

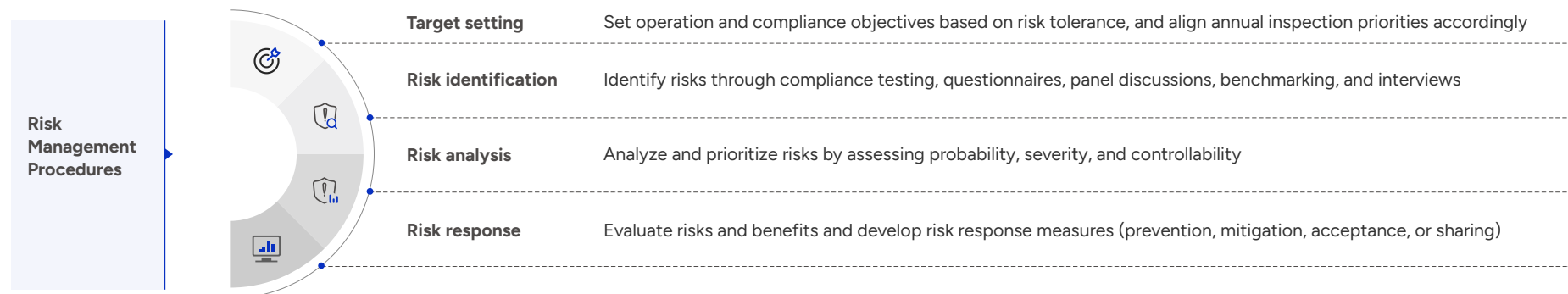
GenScript maintains a robust risk management framework to identify, assess, manage, and monitor risks that may affect our business performance and long-term sustainability. The Board acknowledges its responsibility for the Group's risk management system, and reviews its adequacy and effectiveness on an annual basis. The Board and the management oversee the Group's overall risk profile and ensure alignment of risk appetite with strategic objectives.



To support strong governance and oversight, we have implemented a “Three Lines of Defense” system for risk management, which defines clear accountability for risk management oversight and covers key ESG priorities such as anti-corruption, compliance, and climate governance.



We maintain a robust, company-wide risk management system to identify, assess and mitigate risks. In 2025, we conducted over 100 risk inspections, followed up on corrective actions for the identified risks, and improved internal processes.



## Risk Management Culture

We foster a proactive risk management culture through regular training and awareness programs for management and employees. We reinforce risk awareness and personal accountability across all functions, making risk management an integral part of our operations.

Capability building	<ul style="list-style-type: none"> <li>We deliver regular training and communication sessions, and role-based coaching for management and employees to enhance risk awareness and risk management capabilities.</li> </ul>
Risk management performance evaluations	<ul style="list-style-type: none"> <li>Risk management and compliance metrics are incorporated into organizational and individual performance evaluations to incentivize risk identification and mitigation.</li> </ul>
Risk reporting	<ul style="list-style-type: none"> <li>We offer multiple channels for employees to report risks, including a dedicated reporting mailbox, hotline, corporate website, and Employee Voice platform, enabling timely escalation and tracking of identified risks.</li> </ul>
Digital process	<ul style="list-style-type: none"> <li>We launched an online platform to streamline the risk identification and compliance testing process, enhancing risk transparency and traceability.</li> </ul>

# ESG Governance

At GenScript, our ESG governance framework is the cornerstone of our commitment to responsible and sustainable operations. The Board's oversight ensures continuous improvement in our ESG performance across material issues and alignment with global standards and stakeholder expectations. We prioritize stakeholder engagement and integrate ESG considerations into core business decisions, fostering transparency and accountability.

## Board Statement

The Board integrates ESG considerations into our core strategy by monitoring market trends, evaluating ESG-related risks and opportunities, and overseeing governance. The Board continuously refines our ESG management system to meet evolving regulatory and business requirements, driving sustainable value creation.

### Board Oversight

The Board holds ultimate accountability for the Group's ESG governance, strategy, performance, and disclosure. Leveraging insights from our business priorities and stakeholder engagement, the Board oversees the identification and assessment of ESG-related risks and opportunities, including reviewing and approving the materiality assessment results. This ensures prioritized ESG issues are integrated into the Group's strategic planning, risk management framework, and core business decision-making.

### ESG Execution

At the execution level, the Risk Management and ESG Committee is responsible for developing our ESG vision, targets, strategy and policies, and overseeing their execution to ensure strategic alignment. The ESG Working Team drives cross-functional ESG efforts and continuous improvement in ESG performance.

We set quantitative targets in environment, labor and human rights, sustainable procurement, and ethics, and track progress to measure the impact of our ESG initiatives. The Board reviews progress against the established targets through regular meetings of the Risk Management and ESG Committee to meet stakeholder expectations.

# ESG Governance Framework

We have established a top-down ESG governance structure. As the highest decision-making body, the Board is ultimately accountable for ESG management. The Risk Management and ESG Committee assists the Board in overseeing ESG strategy, targets and progress. The ESG Working Team coordinates resources and drives the implementation of ESG action plans across functions, ensuring robust governance and effective execution.

## ESG Governance Structure

ESG Management Level	Members	Duties
Board of Directors	All Board members (comprising four executive directors, and six independent non-executive directors)	<ul style="list-style-type: none"> <li>Be ultimately responsible for the management of ESG topics and information disclosure;</li> <li>Identify, evaluate, and manage ESG-related risks and opportunities through established governance processes, controls, and procedures;</li> <li>Approve and oversee ESG information disclosures.</li> </ul>
Risk Management and ESG Committee	Composed of one executive director and two independent non-executive directors	<ul style="list-style-type: none"> <li>Develop our ESG vision, targets, strategy, and policies;</li> <li>Monitor the execution of the ESG strategy, track progress towards ESG targets, and assess the effectiveness of ESG initiatives;</li> <li>Review ESG-related policies and standards, and respond to stakeholder inquiries.</li> </ul>
ESG Working Team	<p>Chaired by Rotating Chief Executive Officer and Chief Financial Officer</p> <p>Composed of heads of ESG-related departments</p>	<ul style="list-style-type: none"> <li>Provide strategic guidance on ESG matters;</li> <li>Assess and prioritize material ESG issues;</li> <li>Coordinate resources to drive ESG performance and ensure effective implementation of ESG initiatives;</li> <li>Collaborate with ESG-related departments to develop action plans based on ESG targets, and follow up on the implementation;</li> <li>Regularly report ESG topics to the Risk Management and ESG Committee.</li> </ul>
ESG-related departments	Composed of designated ESG owners from departments related to material ESG issues	<ul style="list-style-type: none"> <li>Implement the ESG strategy and action plans;</li> <li>Provide regular updates on ESG progress to the ESG Working Team;</li> <li>Offer ESG improvement suggestions based on professional expertise and experience.</li> </ul>

# Stakeholder Engagement

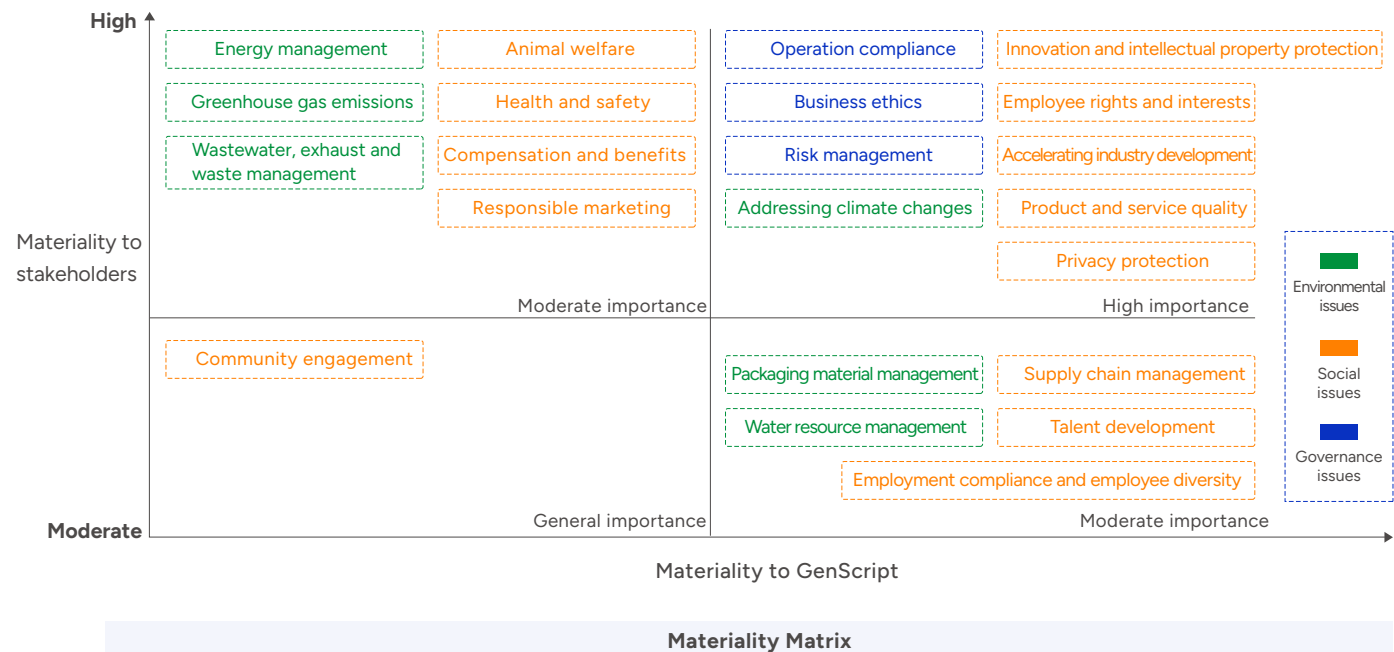
We believe that transparent, proactive engagement is essential for navigating the complex landscape of the biotech industry. We maintain multi-channel communication with our key stakeholders, including government and regulatory authorities, shareholders, investors, clients, employees, suppliers, and the public, to address their concerns promptly and meaningfully. By integrating stakeholder perspectives into ESG management, we enhance our ability to identify and manage ESG risks, refine our approach, and ensure our business grows in a way that creates long-term value for all.

Stakeholder	Issue of Interest	Communication Channels	
Government and Regulatory Authorities	<ul style="list-style-type: none"> <li>▶ Energy management</li> <li>▶ Wastewater, exhaust and waste management</li> <li>▶ Community engagement</li> <li>▶ Operation compliance</li> <li>▶ Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>▶ Regular announcements</li> <li>▶ On-site audits and inspections</li> <li>▶ Conferences</li> <li>▶ Information disclosure</li> </ul>	
Shareholders and Investors	<ul style="list-style-type: none"> <li>▶ Energy management</li> <li>▶ Water resource management</li> <li>▶ Addressing climate change</li> <li>▶ Wastewater, exhaust gas, and waste management</li> </ul>	<ul style="list-style-type: none"> <li>▶ Innovation and intellectual property protection</li> <li>▶ Operation compliance</li> <li>▶ Business ethics</li> <li>▶ Risk management</li> </ul>	<ul style="list-style-type: none"> <li>▶ Corporate announcements</li> <li>▶ Investor relations website</li> <li>▶ Investor relations hotline</li> <li>▶ Investor relations mailbox</li> <li>▶ Investor and analyst conferences</li> <li>▶ Roadshows</li> <li>▶ Investor Day</li> </ul>
Clients and the Public	<ul style="list-style-type: none"> <li>▶ Addressing climate change</li> <li>▶ Innovation and intellectual property protection</li> <li>▶ Privacy protection</li> </ul>	<ul style="list-style-type: none"> <li>▶ Product and service quality</li> <li>▶ Community engagement</li> <li>▶ Responsible marketing</li> </ul>	<ul style="list-style-type: none"> <li>▶ Information disclosure</li> <li>▶ Customer surveys</li> <li>▶ Emails and phone calls</li> <li>▶ Satisfaction surveys</li> </ul>
Employees	<ul style="list-style-type: none"> <li>▶ Compensation and benefits</li> <li>▶ Talent development</li> <li>▶ Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>▶ Employee rights and interests</li> <li>▶ Employment compliance and employee diversity</li> </ul>	<ul style="list-style-type: none"> <li>▶ Employee communication platform</li> <li>▶ Employee activities</li> <li>▶ Employee training</li> </ul>
Suppliers and Business Partners	<ul style="list-style-type: none"> <li>▶ Supply chain management</li> <li>▶ Product and service quality</li> <li>▶ Accelerating industry development</li> </ul>	<ul style="list-style-type: none"> <li>▶ Business ethics</li> <li>▶ Operation compliance</li> <li>▶ Risk management</li> <li>▶ Addressing climate change</li> </ul>	<ul style="list-style-type: none"> <li>▶ Supplier evaluations</li> <li>▶ Supplier communication and visits</li> <li>▶ On-site visits</li> <li>▶ Industry forums</li> </ul>
Social Organizations and the Media	<ul style="list-style-type: none"> <li>▶ Innovation and intellectual property protection</li> <li>▶ Community engagement</li> </ul>	<ul style="list-style-type: none"> <li>▶ Accelerating industry development</li> <li>▶ Responsible marketing</li> </ul>	<ul style="list-style-type: none"> <li>▶ Interviews and earnings calls</li> <li>▶ Briefings</li> </ul>

# Materiality Matrix

Guided by the *ESG Reporting Code*, we identify ESG risks and opportunities that are most relevant to our operations through a double materiality assessment. We assess the financial impact of ESG issues and the impact from our business activities on the environment and society based on global reporting standards and stakeholder surveys. The identified material issues are mapped to our risk management framework, ensuring that sustainability risks are managed as an integral component of our overall organizational risk profile.

In 2025, our materiality matrix has been reviewed and approved by the Board, guiding our strategic decisions and ESG management.



# 02

## Enabling Our Clients

Guided by our vision to become a great company, GenScript is dedicated to excellence in quality and reliability in all aspects of our business. With robust quality management systems and innovation at our core, we empower our clients with cutting-edge product and service offerings and end-to-end solutions to push the boundaries of the industry. We are also fostering a transparent, responsible value chain to drive shared success with our suppliers and strategic partners.



### Contributing to the UN SDGs



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## 2.1

# Product Responsibility

At GenScript, our rigorous approach to quality life cycle management ensures that every product and service reflects our pursuit of the highest industry standards. We work to deliver solutions that meet world-class standards of reliability and innovation. Supported by an effective lean management system, we optimize processes and enhance efficiency to drive sustainable business growth and meet diverse customer needs.

## Quality and Safety Assurance

### Quality Management System

We regard product quality and safety as the lifeline of the Company, and uphold full compliance with regulatory requirements across all countries and regions where we operate. Aligned with ISO 13485, ISO 9001, FSSC 22000, and GMP standards, we have established comprehensive, end-to-end quality management systems spanning R&D, procurement, manufacturing, supply chain management, and sales.

We have developed a full suite of quality policies and procedures such as the *Quality Handbook*, the *Quality Policy*, the *GMP Document Management Procedures*, the *Site Master File*, and the *Complaint and Recall Policy*, which define our quality commitments and unified standards. Supported by rigorous quality control, we ensure that our portfolio of products and services consistently meets applicable international standards and regulatory requirements.

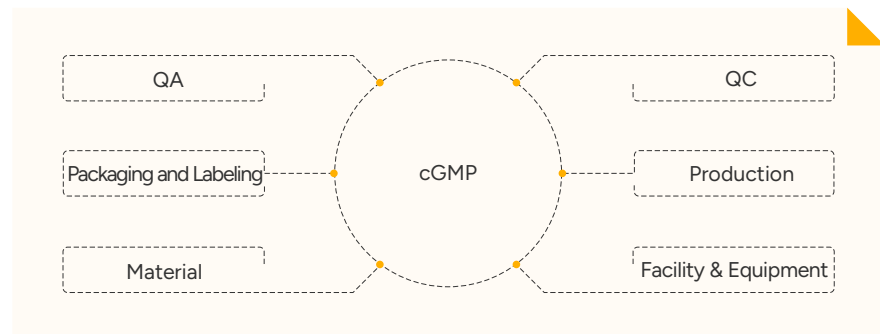
By continuously enhancing quality management systems, we ensure our operations adhere to the highest compliance standards while optimizing for efficiency, reliability and sustainability, consistently meeting evolving regulatory and customer expectations.

### Quality System Enhancement Measures

Visual monitoring of quality performance	We monitor key quality metrics on a digital platform that automatically generates trend charts, enabling visualization of quality performance relative to predefined targets. This allows us to drive corrective actions for underperforming metrics.
Proactive compliance management	We combine a regulatory gap analysis management process and a regulatory tracking system to effectively identify compliance gaps and drive improvements to ensure continuous compliance.
Aligning material quality with evolving pharmacopeial standards	To align with the <i>Chinese Pharmacopoeia 2025</i> , we have enhanced analytical methods and elevated quality standards for raw and auxiliary materials based on gap analysis.
Data integrity enhancement	In our data integrity project, we engaged subject matter experts to enhance our electronic management system. We completed gap analyses and supplementary validations for a number of systems and established SOPs.

## GMP Quality Management System

GenScript has a comprehensive GMP quality management system around six core pillars for end-to-end quality management, ensuring the safety, efficacy, and consistency of our products and services from R&D to commercial manufacturing.



## Product Safety Risk Assessment

GenScript maintains a proactive Quality Risk Management (QRM) system aligned with the ICH Q9 Guideline, covering facilities and environmental controls, manufacturing processes and products, materials and supply chain safety, cross-contamination prevention, laboratory controls, and data integrity. Insights from risk assessments inform our quality management approaches, driving continuous improvement in quality performance.

In the new product introduction process, we conduct preliminary evaluations of biosafety, regulatory compliance, facility conditions, material qualification, and cleaning processes. We apply failure mode and effects analysis (FMEA), hazard analysis and critical control points (HACCP), fault tree analysis (FTA), Risk Matrix, and cause and effect (fishbone diagram) analysis to identify and assess safety risks, and regularly review the overall risk management performance.

Additionally, we have in-process control and quality testing processes in place, supported by preventive quality investigations of deviations, out-of-specification test, and audit findings to prevent non-conforming products from being released before delivery to customers. Products involved in customer complaints are isolated, followed by investigations under established SOPs. We conduct root cause analysis, implement corrective and preventive actions (CAPA), and evaluate their effectiveness. This ensures continuous monitoring and improvement of product quality and safety.

## Quality Control

GenScript maintains a robust in-house quality control system with quality control laboratories deployed globally to ensure product consistency and compliance.

We perform release testing and stability studies under applicable quality regulations and industry standards. For product lines subject to pharmaceutical GMP management, we ensure data integrity in full compliance with the requirements of the FDA 21 CFR Part 211. Additionally, our robust QC laboratory workflows and SOPs support the effective operation of our laboratory system. We have established a competency training matrix for testing personnel with targeted upskilling on core professional, technical and quality management capabilities.

## Product Recalls

We have established a comprehensive product recall management system under the *Complaint and Recall Policy*, the *Product Recall Procedures*, and the *Non-conforming Product Management Procedures*. These documents define the identification, assessment, and handling procedures for non-conforming products, recall process and response actions for potential quality issues or safety risks.

Product Recall Steps	
Initiation	Investigate quality incidents, trace batch records, and place questionable batches on hold
Risk assessment	Analyze potential impacts on safety, compliance, and quality, and determine the level of recall and priority
Communication and emergency response	Develop a recall plan and notify customers and stakeholders
Recall and product control	Implement the recall plan and isolate and handle the products concerned
Recall summary	Evaluate recall effectiveness, develop a recall summary, and keep a detailed recall record

## Mock Recall

In 2025, GenScript performed several mock recalls, covering CytoSinct™ CD4 Nanobeads, Acid-resistant Amylase BAA1.0, and Acetyl Tripeptide-30 Citrulline. Each recall was completed successfully, confirming the effectiveness of our traceability and recall procedures. This helps to improve our capability to manage potential product recalls efficiently and protect user safety.

## Quality Inspection and Audit

### Product Audit

We conduct regular quality inspections and audits across our business units. Our internal audit teams assess compliance with quality management systems, identify key deficiencies, and follow up on corrective actions. We also undergo third-party audits, followed by corrective actions to support successful regulatory inspections and meet customer requirements.

In 2025, we completed an on-site audit by Rx-360, the International Pharmaceutical Supply Chain Consortium. The audit focused on quality management systems and supply chain security of our core business including cell isolation magnetic beads and activation reagents, oligonucleotide synthesis, dsDNA and ssDNA synthesis, neoantigen peptides, and peptide active pharmaceutical ingredients (API). This validates our alignment with international best practices in quality management, manufacturing compliance, and supply chain stability, reinforcing our commitment to patient safety.

Quality System Certifications	
Business Unit	Quality Certification
GenScript Life Science Group	ISO 9001 Quality Management System
	ISO 13485 Medical Devices Quality Management System
	Food Safety System (FSSC) 22000
	American Halal Foundation (AHF) European Federation for Cosmetic Ingredients (EFFCI) GMP Certification
ProBio	ISO 9001 Quality Management System
	EU Qualified Person (QP)
	Passed the pre-approval inspection (PAI) by the Indonesia BPOM
	Drug Manufacturing Certificate issued by Jiangsu Medical Products Administration
Bestzyme	ISO 22000 Food Safety Management System
	ISO 9001 Quality Management System
	FSSC 22000
	Feed Additives and PreMixtures Quality System
	Kosher Certification
	Halal Certification
Completed the Foreign Supplier Verification Program (FSVP) for α-amylase	

## Quality Culture

To foster a strong quality culture, we deliver multi-layered training programs to elevate all employees' awareness of quality and safety standards. Our training programs focus on quality management systems, job-specific practices as well as third-party training.

Quality Training	
Quality management system training	<ul style="list-style-type: none"> <li>Quality &amp; food safety management systems, GMP basics, pharmaceutical regulations, microbiology basics, data integrity, etc.</li> </ul>
Job-specific training	<ul style="list-style-type: none"> <li>OOS investigation, change control, deviation and CAPA management, sterile manufacturing, etc.</li> </ul>
Third-party training	<ul style="list-style-type: none"> <li>We partner with third-party platforms and experts to deliver online GMP training and hands-on practice sessions. External training opportunities are also offered to quality teams.</li> </ul>

### Quality Month Events

In 2025, we organized Quality Month events with a variety of activities, including quality knowledge quizzes, case studies, best practice showcases, and suggestion campaigns. Our Life Science Group event achieved a 90.1% engagement rate, strengthening a shared quality culture, while fostering continuous improvement and collective responsibility.





Our subsidiary Bestzyme hosted 13 quality training sessions to enable employees to improve quality performance. As a result, complaints related to human errors decreased by 50%.



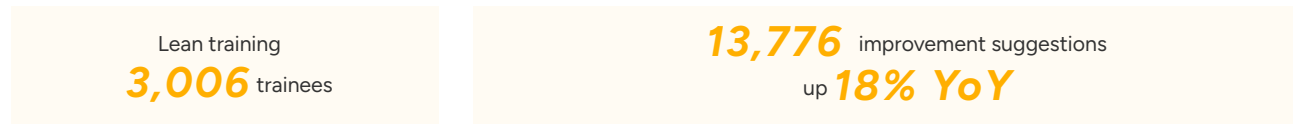
# Lean Management

We integrate lean management into production and operations, focusing on waste elimination, process optimization, and efficiency enhancement, while reinforcing sustainability across our business. Leveraging standardized best practices, our strategy is built on three pillars: lean improvement projects, training, and awareness campaigns.

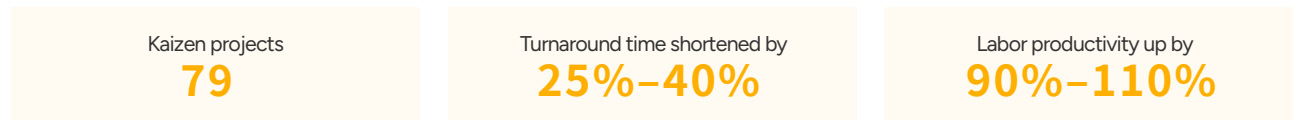
Our lean operation framework consists of the Group Lean Committee, Group Lean Management Team, and lean operation teams from business units. Supported by a company-wide lean ecosystem and performance-oriented culture of continuous improvement, we have delivered meaningful cost savings and enhanced operational excellence.

Lean Operation Approaches		
	Boosting labor efficiency	Eliminate non-value-adding steps and optimize cycle time by analyzing employee work hours, and refine workstation layouts to reduce motion waste
	Expanding production capacity	Maximize equipment capacity by implementing automation and Total Productive Maintenance (TPM) to minimize equipment failures and downtime
	Lowering material costs	Lower material procurement and operational costs through process improvement, material efficiency enhancement, in-house production instead of procurement, and process waste control
	Shortening lead time	Shorten production lead time by streamlining batch flow, and optimize order information flow to eliminate bottlenecks and cut wait time

We continued to strengthen employees' lean competencies through hybrid training and campaigns on Standardized Work, VSM, Line Balancing, Transactional Process Improvement (TPI), and Variation Reduction Kaizen (VRK). To engage employees in continuous improvement activities, we have a top idea system in place that allows employees to submit improvement suggestions, with viable ideas evaluated and implemented by relevant departments.



In 2025, we launched the GenScript Business System (GBS), a standardized, lean-based framework designed to scale operational excellence. By deploying tools such as VSM, Standardized Work, Daily Management, Total Productive Maintenance (TPM), and TPI, our Kaizen projects deliver measurable benefits in waste reduction, productivity improvement, and cost savings. Driven by the culture of continuous improvement, we leverage GBS initiatives to support strategic goals and unlock customer value.



### Protein labor efficiency improvement

#### Our Actions

Introduce the Kaizen Week for daily management

Implement standardized work and revised SOPs

Develop lean facility layout to reduce motion waste

Shift from batch to continuous flow processes

#### Benefits

Labor productivity increased by **102%**

### Material Consumption Reduction for Crude and Micro-scale Peptides

#### Our Actions

Reduce the use of resin and critical solvents through process testing and optimization

#### Benefits

Annual resin savings of **47** kg

Annual savings of approximately **64,000** L of critical solvents

### Automated QC Vialing Verification Laboratory Design

#### Our Actions

Automated laboratory linkage for centralization

Optimize production batch sizes to reduce cycle time

Enhance the manufacturing execution system (MES) for system-based information processing instead of manual processing

#### Benefits

Labor productivity increased by **198%**

Space utilization improved by **241%**

### Methyl tert-butyl ether (MTBE) packaging substitution

#### Our Actions

Replace 500 ml bottles for peptides with 25 L drums to reduce solid waste

Use a dosing pump for a fixed volume to improve speed and accuracy, and avoid spillage

Reuse empty 25 L drums as waste liquid containers

#### Benefits

Reduced solid waste by **38.25** tons

2.2

# Innovation and R&D

To help our clients explore scientific frontiers and bring innovative therapies to market, we boost R&D efficiency at every stage by strategically investing in top R&D talent, delivering high-impact research outcomes, and protecting our innovations through effective intellectual property management, in an effort to drive progress for our clients and the broader scientific community.

## Dedication to Innovation

At GenScript, innovation is at the center of our growth strategy. With over 10% of our global team dedicated to R&D, we continuously enhance our technological capabilities to advance product innovation and service excellence, ensuring that we deliver efficient, cutting-edge solutions that meet evolving needs.

**10.9%** of employees in R&D roles

**32.4%** increase in R&D spending

### R&D Strategy

Our Life Science Group intends to advance next-generation gene-to-protein platforms through sustained R&D investments in proprietary gene synthesis, protein expression and purification and assay technologies, and integrated workflows. ProBio is dedicated to continuously advancing technical capabilities through innovation and upgrading its manufacturing platforms through R&D and partnerships, ensuring we stay at the forefront of biologics development and manufacturing. Bestzyme will leverage its R&D competency in synthetic biology to deliver more innovative products in new applications.

To build sustainable core competitiveness, we incentivize R&D teams through a comprehensive incentive system for innovative projects, inventions, and patents. R&D projects are measured based on technical metrics, industry impact, and customer feedback, and project bonuses are tied to project evaluations and commercial outcomes. Additionally, we have set up a dedicated R&D innovation award to recognize teams that have achieved disruptive innovations in key technologies and turned these into real-world applications, spanning product, service, and platform innovation and technology upgrading.

Backed by strong R&D capabilities and a global team of scientists, we have established a proven track record of innovation across our life science services and products, biologics CRDMO, and industrial synthetic biology products.

## GenScript Life Science Group

### GenGenius™ redefines productivity in gene synthesis

GenScript has launched the GenGenius™ automated manufacturing platform, integrating end-to-end automation with real-time quality monitoring. This platform supports DNA synthesis, cloning, and default 4µg plasmid preparation, enabling researchers to improve efficiency and accelerate development timelines. Powered by the GenGenius™ platform, our FLASH Gene service delivers genes to plasmids in just four business days, while significantly expanding our global capacity to support customers with unparalleled speed and scale.



### AmMag™ Quatro Mini-1100 transforms plasmid DNA purification

AmMag™ Quatro Mini-1100 revolutionizes plasmid DNA purification with its fully automated, high-throughput, and scalable design. Supporting up to 192 samples per run and delivering high-purity, low-endotoxin transfection-ready plasmid DNA, it enhances efficiency and consistency for gene therapy research, vaccine development, and synthetic biology. This innovative solution expands our automated product portfolio, empowering global researchers with flexible, reliable tools to accelerate life science breakthroughs.



## ProBio

### ExpressCMC™ service fast-tracks DNA to IND

Our subsidiary ProBio launched an mAb and bsAb superfast ExpressCMC™ service, which transforms DNA sequences into GMP clinical drug product with unmatched speed. It enables Tox batch production completion in just four months and GMP drug product release in just nine months. This industry-leading timeline is driven by our proprietary ProMax™ vector, which is high-yield and exceptionally stable, enabling the earliest possible identification of top clones and an early start of Tox batch manufacturing. This service significantly accelerates development timelines while maintaining the highest standards of quality.



## Bestzyme

### Mellia™ Brazzein sweet protein unlocks new potential sugar reduction innovation

Our subsidiary Bestzyme is dedicated to driving green manufacturing practices by leveraging bio-based innovation. In 2025, Bestzyme received Generally Recognized as Safe (GRAS) approval from the U.S. Food and Drug Administration (FDA) for its Mellia™ Brazzein sweet protein. This milestone affirms its safety and regulatory compliance. Bestzyme enabled sustainable and industrial-scale production of Brazzein through precision fermentation. This product brings a leading protein solution for global sugar-reduction applications in the food and beverage industry.



# Intellectual Property Protection

At GenScript, protecting intellectual property is fundamental in supporting innovation and driving creativity. We uphold a strict zero-tolerance policy against infringement and comply with all applicable intellectual property laws and regulations across our global operations.

Our dedicated intellectual property team safeguards R&D breakthroughs and ensures compliance through rigorous oversight. To strengthen intellectual property management, we regularly provide employees with in-house and third-party training on patents and intellectual property. This helps build employees' professional competence, reinforces intellectual property awareness, and fosters an innovation-driven culture.

Intellectual Property Training	
 Patent and trade secret basics	Patent interpretation, trade secret concepts, types of infringement, and patent examination logics
 Patent strategy and management	Patent searching and mining, patent strategy for enzymes, patentability assessment, and invention disclosure drafting
 Emerging challenges	AI-related intellectual property issues, covering AI models, AI-generated outputs, and AI training data in evolving regulatory and technological landscapes

## Intellectual Property Highlights

Driven by our R&D innovation capabilities and strategic intellectual property management system, we are building a robust, high-value portfolio of intellectual property assets.

GenScript has been granted a Japanese patent for its "Method for Gene Mutant Library Construction". This method simplifies construction steps, significantly reducing costs.

GenScript has been granted a patent for its selectable marker-free plasmids and production method thereof. The marker-free plasmids serve as safe and efficient DNA delivery vectors, with promising applications in disease prevention and therapeutics.

GenScript has been granted a patent for its "wild-type-mutant  $\pi$  protein switching expression system capable of increasing efficiency of preparing screening-tag-free plasmid". This enables large-scale preparation of plasmids without screening tag genes.

Our subsidiary Bestzyme has been granted a patent for its "parent phytase variant". The variant, relative to the parent phytase thereof, has one or more amino acid substitutions at several positions, significantly increasing thermal stability.

GenScript has been granted a patent for its "engineered bacteria containing barstar genes and its application in barnase gene cloning". This technology can significantly improve cloning efficiency while shorting gene synthesis and cloning time.

GenScript has been granted a patent for its proprietary chip coating, preparation method and application thereof. The chip coating is extremely favorable for subsequent DNA synthesis and other applications.

GenScript has been granted a patent for its DNA construct design system, which is a computer-implemented method for DNA construct design, providing a flexible, intuitive, and guided user experience.

**37** new patents granted in 2025

Cumulatively **271** patents granted

# Animal Welfare

GenScript upholds high ethical standards for animal welfare. We ensure that all research involving laboratory animals is conducted with respect, care and compassion, and our practices comply with all applicable laws, standards and guidelines of the countries and regions where we operate.




To ensure animal welfare and humane treatment, we have established and updated laboratory animal management policies and protocols, covering routine breeding management, feed and water, sanitation and cleaning, animal quality monitoring, veterinary drug management, euthanasia device usage, as well as training and safety measures for our vivarium operations team.

We have an Institutional Animal Care and Use Committee (IACUC) in place to oversee all laboratory animal-related activities, including ethical reviews, animal use, care, and welfare assessments. The Committee works to ensure compliance with animal welfare standards across our operations. In 2025, we established the Occupational Health and Safety Committee (OHSC) for laboratory animal facilities to enhance health and safety for the vivarium operations team. The Committee oversees the implementation of an occupational health and safety program (OHSP) and provides advice on occupational health and incident management. The Committee reviews the effectiveness of the OHSP on an annual basis to support continuous improvement.

Following the "Reduce, Refine and Replace" (3R) principles, we explore new initiatives to improve animal welfare. In 2025, we adopted effective water-in-oil alternatives to Freund's Adjuvant to reduce and avoid granulomas. Syringes with smaller gauge have been used for rabbit immunization to minimize discomfort for laboratory animals.



## Animal Welfare Initiatives

 Supplier audit	<ul style="list-style-type: none"> <li>In 2025, we conducted on-site audits of four suppliers related to laboratory animals.</li> </ul>
 Training	<ul style="list-style-type: none"> <li>Training programs on animal facility management, breeding management, veterinary skills and animal welfare, and application for Animal Use Protocol approval</li> <li>Third-party training on local animal management policies and safety incident emergency response</li> </ul>
 Culture	<ul style="list-style-type: none"> <li>We explore partnerships with professional third-party organizations to advance animal welfare. In 2025, we engaged Charles River to share animal welfare practices, covering topics such as low stress handling, environmental enrichment, behavioral management, and compassion fatigue management.</li> <li>We organized an event on the World Day for Laboratory Animals in memory of laboratory animals to advocate scientific and ethical treatment.</li> </ul>

GenScript maintains full accreditation from AAALAC International, the Animal Welfare Assurance from the Public Health Service of the U.S., and the laboratory animal use license in China. We obtained the OLAW renewal approval letter from the U.S. National Institutes of Health (NIH) in 2025.

2.3

# Supply Chain Management

To ensure our services and products meet strict quality and sustainability standards, we work closely with a network of global suppliers. We have developed an agile and resilient supplier ecosystem that enables long-term partnerships, consistent performance, and responsible supply chain practices.

## Supplier Life Cycle Management

Strong supplier partnerships are key to our high-quality offerings. Our supplier management approach follows the *Supplier Management Policy*, the *Supplier Management Rules*, the *Sustainable Procurement Policy*, and the *Supplier Code of Conduct*, complemented by a refined supplier risk management system.

Supplier Management Process	
Development & selection	We select suppliers using consistent and objective criteria, covering quality, pricing, delivery, financial health, and environmental, social and ethical standards. To minimize supply chain risks upfront, we prioritize direct manufacturer partnerships, multi-sourcing, and compliance.
Qualification evaluation	We evaluate and approve suppliers based on their capabilities, track record, and alignment with our standards through due diligence on qualifications, quality and sustainability audits, and customer feedback.
Supplier classification	We regularly track supplier performance across quality, service, risk management, and ESG metrics, and classify suppliers as strategic, preferred, maintained, or phased out for effective supplier management.
Supplier relationship management	We maintain tiered communication channels to address issues, concerns, and changes in requirements. Suppliers are encouraged to provide inputs on process improvement and innovation.
Supplier risk management	We proactively manage risks across supplier development and selection to approval by systematically identifying, assessing, and mitigating risks tied to capabilities, credit, financial health, quality, logistics, and ESG performance.
Supplier performance review and corrective action	We identify non-conformances in quality and compliance, provide suppliers with guidance and support on corrective actions, and monitor their implementation.

Number of Suppliers		
Indicators	Unit	2025
Total number of suppliers	Number	2,755
Number of suppliers in Asia	Number	2,405
Number of suppliers in Europe	Number	13
Number of suppliers in Americas	Number	337
Total number of significant suppliers in Tier-1	Number	288
Number of suppliers certified to ISO 9001 Quality Management System	Number	1,044
Number of suppliers certified to ISO 14001 Environmental Management System	Number	415
Number of suppliers certified to ISO 45001 Occupational Health and Safety Management System	Number	168

## Supply Risk Management

To ensure sustainable supply, we have established a systematic risk mitigation framework, spanning sourcing strategy, backup capacity, resource prioritization, and emergency preparedness.

Risk Mitigation	Our Actions
Sourcing strategy	<ul style="list-style-type: none"> <li>We implement multi-sourcing and local sourcing strategies to reduce dependency risks.</li> <li>We develop alternative suppliers for critical materials and use materials of secondary origin.</li> </ul>
Backup capacity	<ul style="list-style-type: none"> <li>Our global manufacturing footprint enables multi-site capacity.</li> <li>We follow unified production and delivery standards across all facilities to ensure cross-regional capacity allocation.</li> </ul>

Resource prioritization	<ul style="list-style-type: none"> <li>Based on project stages and importance, we prioritize materials and production capacity to support strategic business lines and core products.</li> </ul>
Emergency preparedness	<ul style="list-style-type: none"> <li>We conduct risk assessments for critical materials covering the country of origin, single-source exposure, and quality risks, and integrate business impact analysis into our evaluation framework.</li> <li>We use backup suppliers and backup sites, increase safety stock for critical materials, and reallocate global inventory to address supply risks.</li> </ul>

## Supplier Quality Improvement

To drive continuous improvement across our supplier base, we run a risk-based supplier quality audit program for material and service suppliers. Our audit framework integrates on-site, desktop and cause-driven approaches, tailored to supplier risk levels and material criticality. High-risk suppliers were audited annually, with high-priority materials and services subject to more frequent assessments. In 2025, we completed audits on 187 suppliers.

We maintain two-way communication with suppliers to improve their quality and sustainability performance. We conduct quarterly business reviews with all significant suppliers and host monthly quality sessions to deliver guidance and capacity development support. Additionally, we integrate sustainability best practice sharing into our technical workshops to drive environmental and social initiatives across our supply chain. Among others, we work with suppliers on environmental initiatives, such as streamlining packaging, to reduce packaging waste and GHG emissions.

## 2025 GenScript Supplier Day & Supply Chain Innovation Summit

As one of our key initiatives to engage business partners, the 2025 Supplier Day & Supply Chain Innovation Summit focused on our supply chain management framework and sustainability approaches. At the event, we shared the Group's supply chain operations and expectations, ESG strategy, and our standards and practices in focus areas including environment, business ethics, and sustainable procurement. At the panel discussion session, GenScript and suppliers shared insights into the supply chain landscape, digital solutions and industry partnerships, providing scalable experience for building a resilient supply chain.



# Sustainable Procurement

To support our global business, we embed ESG principles into supply chain management and prioritize suppliers with strong ESG practices. As a PSCI supplier partner, we are committed to driving responsible value chain practices.



Aligned with PSCI principles, we have established ESG criteria and expectations for suppliers on environment, ethics, human rights, health and safety, and management systems under the *Supplier Management Policy*, the *Supplier Management Rules*, and the *Sustainable Procurement Policy*.

We have established a robust supplier ESG management framework that integrates oversight by the board-level Risk Management and ESG Committee and execution by the ESG Working Team and the supply chain team. The Global Supply Chain Head oversees the supply chain ESG strategy, goals, and supplier ESG programs.

We advance sustainable procurement through well-defined goals and strategic planning. As of the end of 2025, we conducted ESG assessments on 100% of targeted suppliers, and 100% of targeted suppliers signed the Supplier Code of Conduct and contracts that include clauses on environmental, labor, and human rights.

Sustainable Procurement Targets	
Environment	<ul style="list-style-type: none"> <li>By 2030, 80% of targeted suppliers will obtain at least one environmental certification.</li> </ul>
Palm oil procurement	<ul style="list-style-type: none"> <li>By 2028, we will complete evaluations or audits of 80% of suppliers of palm oil and its derivatives.</li> <li>By 2030, we will complete evaluations or audits of all suppliers of palm oil and its derivatives to ensure 100% sustainable sources.</li> </ul>
Conflict minerals procurement	<ul style="list-style-type: none"> <li>By 2028, 100% of suppliers will sign the Statement on Conflict Minerals.</li> <li>By 2030, our conflict-mineral audits or evaluations will cover 100% of targeted suppliers.</li> </ul>
Labor and human rights	<ul style="list-style-type: none"> <li>By 2028, we will ensure that 100% of targeted suppliers sign the Supplier Code of Conduct.</li> </ul>
ESG evaluation	<ul style="list-style-type: none"> <li>Our annual ESG evaluations will cover 80% of targeted suppliers by 2028 and 85% of targeted suppliers by 2030.</li> </ul>
Carbon emissions	<ul style="list-style-type: none"> <li>By 2029, we will engage suppliers representing 83% of total Scope 3 emissions to set SBTi targets.</li> </ul>

## Sustainability Risk Management

To ensure proactive identification and mitigation of sustainability risks in our supply chain, we integrate sustainability risks into supplier life cycle management under the *Supplier Management Rules and the Supplier CSR Risk Analysis and Management Procedures*.

### Supplier Screening

We conduct supplier screening to identify significant suppliers and their risks for negative ESG impacts and their business relevance, while also considering country-specific, sector-specific, and commodity-specific risks. We classify approved suppliers into significant suppliers and general suppliers based on business relevance, technical capabilities, purchasing volume, and overall performance. ESG risks and country-, sector-, and commodity-specific risks are considered in significant supplier screening.

#### Supplier Screening System

Environmental	Social	Governance
<ul style="list-style-type: none"> <li>Carbon management: SBTi or equivalent targets, scope 1 &amp; 2 carbon emissions disclosure</li> <li>Energy structure Resource efficiency Biodiversity</li> <li>Percentage of sustainable packaging</li> </ul>	<ul style="list-style-type: none"> <li>SA8000 social accountability management system certification</li> <li>Incidence rate of occupational injuries</li> <li>Gender pay gap</li> </ul>	<ul style="list-style-type: none"> <li>Ethics: Zero major corruption lawsuits</li> <li>Data security: GDPR compliance, ISO 27001 information security management system certification for cloud computing suppliers</li> </ul>
Country-specific risk	Sector-specific risk	Commodity-specific risk
<ul style="list-style-type: none"> <li>Entities operating in geopolitical high-risk areas/trade-barrier zones</li> <li>Entities on international sanction lists</li> </ul>	<ul style="list-style-type: none"> <li>Highly-skilled labor dependency</li> <li>Hazardous work environment compliance</li> </ul>	<ul style="list-style-type: none"> <li>Single sourcing</li> <li>Use of species protected by the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)</li> </ul>

## Supplier CSR Risk Assessment

During supplier selection, qualification, and performance evaluations, we conduct desktop assessments on all suppliers through a supplier social responsibility survey questionnaire and assessments or audits on targeted suppliers through the PSCI Self-Assessment Questionnaire (SAQ). We perform annual CSR risk assessments for targeted suppliers, and implement risk mitigation measures. In 2025, no major findings were identified in our supplier CSR risk assessments.

#### Supplier CSR Risk Management Matrix

Risk level	Suppliers are categorized as high-, medium-, or low-risk based on annual CSR risk assessments
Training requirements	Regular training sessions are delivered to suppliers across all risk levels to strengthen their sustainability and compliance capabilities
Audit and supervision requirements	On-site audits or SAQ due diligence are conducted annually, every three years or as needed, depending on risk levels
Action requirements	Assessment results are integrated into supplier performance evaluations and selection processes. Incentives are offered to suppliers with outstanding performance, while suppliers that fail to meet our criteria may face restricted engagement, enhanced oversight, or exclusion.

**100%**  
significant  
suppliers assessed

**15**  
targeted suppliers  
that have gone  
through a CSR  
on-site audit

**68%**  
significant suppliers in  
corrective action or  
capacity building  
programs

We monitor conflict minerals risks in our supply chain under the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* and the *Responsible Minerals Initiative (RMI)* of the Responsible Business Alliance. To ensure conflict-free minerals from or used by our suppliers, we require relevant suppliers to complete the *Conflict Minerals Reporting Template (CMRT)* and sign the *Commitment to Conflict-Free Minerals*. This process enables transparent mapping of our mineral supply chain and effective mitigation of potential sourcing risks.

### ESG Audit

For targeted suppliers and those with high risks identified in CSR risk assessments, we conduct ESG audits under PSCI principles to evaluate suppliers' performance in ethics, human rights, health and safety, environment, and management systems. We also support suppliers in corrective actions and improvement. In 2025, we completed on-site audits on 15 significant targeted suppliers.

### Buyer Empowerment

To embed sustainability into every aspect of our procurement activities, we equip procurement teams with sustainable procurement knowledge and skills, so that they can prioritize ESG factors in procurement decisions and effectively communicate our ESG expectations to suppliers, driving real impact in the supply chain. We ensure that all buyers receive ESG training and integrate sustainable procurement targets into their performance reviews.

In 2025, we organized a third-party ESG training, covering the ESG management framework, programs and audit procedures. This training strengthened buyers' ability to identify ESG risks, evaluate supplier performance, and facilitate continuous improvement.

### Inclusive Sourcing

We implement inclusive sourcing in our supply chain by sourcing local companies and prioritizing women- and minority-owned businesses in the supplier selection process under equivalent evaluation criteria. In 2025, our spending on diverse suppliers was 4.78%.



## 2.4

# Service Excellence

Aligned with our core customer-centric value, we are dedicated to meeting and exceeding customer expectations by elevating our service capabilities, driving innovation, and integrating responsible marketing principles across our value chain. This approach ensures our offerings address customer needs and follow ethical and sustainable practices.

## Customer Satisfaction

Customers' voice and feedback is central to how we evolve and deliver better experiences. Guided by the *Complaint Management Procedures*, the *Product Recall Procedures*, and the *Complaint and Recall Policy*, we embed customer inputs into our decision-making process to refine our services and address customer concerns.

Overall satisfaction rate **93.69%**

We provide multiple accessible channels for customers to voice their needs and report product quality concerns, including the dedicated mailbox, hotline, and online platform. Complaint management is supported by an integrated online system that ensures timely complaint tracking, analysis, and resolution.



We leverage customer surveys as an effective tool to unlock insights into customer experiences, evaluating metrics including product quality, service efficiency, delivery timeliness, and digital experience. These survey findings are further converted into tangible operational improvements, aligning our decisions with customer priorities.

# Customer Service Upgrade

By harnessing innovation and cutting-edge technology, we deliver value and enable customer success through a powerful mix of product and service offerings, platform capabilities, and operational excellence.



## GenScript Life Science Group

<p>CytoSinct™ platform empowers IND approvals of cell therapies</p>	<p>GenScript's CytoSinct™ cell isolation platform offers high-quality cell isolation magnetic nanobeads, activation reagents, consumables and instruments for cell therapies. In 2025, the platform supported multiple customers in securing Investigational New Drug (IND) approvals from the U.S. FDA and the National Medical Products Administration (NMPA), including a cell therapy for malignant tumors, an allogeneic universal CAR-T cell injection for B-cell acute lymphoblastic leukemia, a CAR-NK cell therapy, an autologous TCR-T cell therapy candidate for solid tumors, and an off-the-shelf CAR-T cell injection for adult relapsed/refractory B-ALL and CGT.</p>
<p>GMP sgRNA expedites IND approvals of cell therapies</p>	<p>With 23 years of expertise, GenScript offers comprehensive nucleic acid synthesis services, including R&amp;D to GMP-grade sgRNA and knock-in templates. Our sgRNA offers high editing efficiency, low toxicity, and minimal off-target effects. Additionally, Our sgRNA is provided with drug master files (DMF) to accelerate IND submissions and clinical trials. As of the end of 2025, we supported over 50 regulatory filings and 22 global IND approvals. This track record underscores our superior quality, rigorous process control, and strong regulatory expertise in the U.S. and China, enabling accelerated development of cell therapies.</p>

## ProBio

<p>TCR engineering &amp; pharmacology platform facilitates TCR candidate identification</p>	<p>Our subsidiary ProBio launched a one-stop TCR engineering and pharmacology platform for TCR-based therapies. This platform substantially enhances affinity through affinity maturation and supports in vitro functional characterization, and in vivo evaluation, which enables clients to identify best TCR candidates for further preclinical development.</p>
<p>U.S. plasmid &amp; viral vector manufacturing facility in Hopewell advances CGT</p>	<p>In 2025, our subsidiary ProBio launched its CGT manufacturing site in Hopewell, New Jersey for high-quality plasmid DNA and viral vector manufacturing. Built to meet the most rigorous GMP standards, the Hopewell site is equipped to support clinical-stage development, process-development and scale-up for CGT programs. Its GMP plasmid DNA manufacturing service guarantees the delivery from cell bank to batch release in just three months. This timeline is significantly faster than the industry standard, helping to accelerate the development of CGT.</p>

In 2025, ProBio supported **34** new IND clearances and cumulatively **149** IND clearances.

## Bestzyme

LiqFINE® BAA drives sustainable manufacturing processes

Our subsidiary Bestzyme launched LiqFINE® BAA series, an acid-resistant amylase for grain processing. Its high low-pH tolerance allows for unified liquefaction and saccharification, with strong stability at pH 5.0–5.6. This reduces the need for pH adjustments, supports high-gravity fermentation, boosts dry solids content and ethanol yield, while maintaining low residual sugar levels. This innovative solution supports clients in cutting chemical usage and transitioning into more sustainable processes.

DeZyme platform enhances enzyme design efficiency

Our subsidiary Bestzyme has upgraded its DeZyme protein design platform into an intelligent, automated enzyme engineering system. The platform increases project throughput by 25%, boosts variant design efficiency by 20%, and shortens turnaround time by one to two days. Automated and standardized workflows enhance protein stability and success rates, accelerating R&D and commercialization.

### Advancing Industry Standards

For over two decades, GenScript has been at the forefront of advancing industry standards. By leveraging our technical expertise and industry insights, we work with partners to establish robust industry standards that elevate the quality, safety, and efficiency for the biopharmaceutical industry.

Industry Standards	Implications
<i>Specifications for Early Stage Clinical Studies of Prophylactic mRNA Vaccines</i>	This standard will facilitate the standardization of value chain processes and quality systems, and provide technical guidance for IND filings and clinical studies.
<i>Performance Testing Method for Magnetic Beads for Cell Isolation</i>	This standard defines a uniform, measurable, and verifiable system for magnetic bead performance evaluation, promoting process standardization throughout the cell therapy value chain.
<i>Technical Specifications for Peptide-Based Targeted Therapy</i>	This standard is designed to standardize the research, production, and quality control of peptide-based targeted therapy, which will facilitate the application of peptides in therapeutics.
<i>Detection Method for Trans Cleavage Activity of CRISPR Cas12a Nuclease Protein</i>	As China's first systematic method for in-vitro diagnosis and detection of CRISPR Cas12a nuclease, this standard will improve the therapeutic quality of CRISPR Cas12a nuclease and materials for diagnosis and detection, and drive the development of CRISPR technology in the in-vitro diagnosis industry.
<i>Guidelines for Enzyme Linked Immunoassay (ELISA) Kits</i>	As a critical tool for disease diagnosis, therapeutic development, and biomedical research, ELISA standardization will improve accuracy, reproducibility, and large-scale testing efficiency.
<i>General Requirements for Cell Samples Transport</i>	This standard covers carriers, transport containers, label management, transport monitoring, and emergency response. The unified specifications ensure quality and safety in cell transport.

## Responsible Marketing

Responsible marketing is integral to our ethical business practices and corporate social responsibility (CSR). All our marketing activities are conducted with integrity, fairness, and transparency in strict compliance with laws, regulations and industry standards in all markets where we operate, building trust and credibility with our stakeholders.

Our *Responsible Marketing Policy* establishes clear guidelines for responsible marketing practices and ethical stakeholder engagement, which applies to all our employees and subsidiaries. To ensure all employees engaged in marketing understand and adhere to our ethical marketing standards, we provide training to marketing and sales teams, covering false advertising, commercial bribery, customer privacy protection, and communication guidance for key touchpoints with customers, partners and the public.

We maintain a rigorous review process for all information made publicly available, including advertising and educational materials, which can be released only upon review and approval by relevant department heads and the legal team. We regularly assess our marketing-related activities and review sensitive information and misleading promotions.

In 2025, GenScript's marketing activities were fully compliant with the *Responsible Marketing Policy* with no violations.



# 03

## Empowering Our Employees

At GenScript, we see our employees as partners in long-term success. We uphold the highest employment standards by providing a fair, safe, and respectful workplace. We invest in talents by offering diverse development opportunities and competitive compensation and benefits that recognize their contributions. Together, we are cultivating a thriving workplace where every team member can reach their full potential and advance our shared vision.

### Contributing to the UN SDGs



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3.1

# Diverse and Inclusive Workplace

We are committed to fostering long-term, meaningful relationships with our employees. We uphold the principles of the International Labor Organization (ILO) and adhere to the *Universal Declaration of Human Rights (UDHR)*, the *International Bill of Human Rights*, and the *UN Guiding Principles on Business and Human Rights*.

Our *Labor and Human Rights Policy*, the *Diversity, Equity and Inclusion (DEI) Policy*, and the *Employee Handbook* outline our commitment to respecting human rights and ensuring supportive working conditions. We protect employees' fundamental rights in accordance with all applicable labor laws and regulations across our global operations, while moving forward with our targets regarding human rights, inclusion, and working conditions.

	Target	Progress in 2025
Child labor and forced labor	Zero child labor, forced labor or other illegal employment issues	Achieved
Discrimination and harassment	100% participation in anti-discrimination and anti-harassment training 100% of operational sites covered by a grievance mechanism on discrimination and/or harassment issues	Achieved
Diversity	At least 50% female representation in our global workforce and at least 45% in managerial positions	Achieved



# Talent Acquisition

To support our strategic goals in a dynamic market, we utilize diverse recruitment channels to build an inclusive workforce where individuals from diverse backgrounds, regardless of gender, region or nationality, can grow and contribute to our business growth.

As of the end of 2025, we had a total of 6,165 team members globally, with a voluntary turnover rate of 8.91%, underscoring our efforts on talent engagement and retention.

## Employee Diversity Metrics

Indicator	2025		
	Percentage	Number	
Total number of employees	/	6,165	
By employment type	Full-time	99.89%	6,158
	Part-time	0.11%	7
By gender	Male	41.30%	2,546
	Female	58.70%	3,619
By age	Under 31	51.16%	3,154
	31-50	46.89%	2,891
	Over 50	1.95%	120
By region	Asia	89.57%	5,522
	Americas	8.73%	538
	Europe and others	1.70%	105
By job level	Senior management level	3.41%	210
	Middle management level	3.49%	215
	Primary management level	5.50%	339
	Non-management level	87.61%	5,401
Women in managerial positions	49.61%	379	
Women in top executive positions	43.33%	91	
Women in STEM-related positions	56.85%	4,936	

## Employee Voluntary Turnover

Indicator	2025		
	Percentage	Number	
<b>Voluntary turnover</b>	8.91%	549	
By gender	Male	8.68%	221
	Female	9.06%	328
By age	Under 31	11.79%	372
	31-50	5.74%	166
	Over 50	9.17%	11
By region	Asia	8.08%	446
	Americas	17.10%	92
By job level	Europe and others	10.48%	11
	Senior management level	7.62%	16
By job level	Middle management level	6.05%	13
	Primary management level	3.54%	12
	Non-management level	9.41%	508

## Diverse Talent Base

Our talent acquisition strategy prioritizes inclusive hiring, talent mobility, and long-term professional development, enabling individuals from varied backgrounds to grow within our organization.

With a global presence across the U.S., Europe, and Asia Pacific, we implement a local hiring approach to strengthen our connection to regional markets while creating substantial employment opportunities for local communities. To expand our talent pool, we combine campus recruitment, social hiring, internal mobility, and internal referral to drive local impact and global innovation.

## Connecting with Young Talents

We stay ahead of the talent curve by connecting with the next generation on campus through internships, campus events, and workshops. Our graduate traineeship programs combine training, mentorship, and hands-on experience, developing a sustainable talent pipeline that sparks innovation and moves our business forward.

### Graduate Leadership Programs

#### Cultivating leadership for the future: Gen-X Program

In 2025, we launched the Gen-X Future Leader Program, an 18- to 24-month leadership program designed to transform high-potential Ph.D. and MBA talents into future leaders with a cross-functional mindset, strategic business acumen, and innovation-driven leadership. By providing training, expertise, experience, and mentorship, the program will prepare them to create both research and commercial value.

#### Young Talent & Elite Program

We run a 12-month Young Talent & Elite Program for new graduates, which supports their transition from campus to career through training programs tailored to different development stages, covering professionalism, job-specific skills, cross-functional collaboration, and leadership.

### Internship programs

We offer various internship opportunities through our G-Camp and G-Bridge programs, which empowers university students through impactful learning opportunities and real-world work experience, while also allowing us to identify and attract high-potential talents.

Backed by comprehensive onboarding training and one-on-one mentorship, these programs equip students with job-specific skills and build core competencies and career clarity, supporting their transitions to full-time jobs.

### University Partnerships

#### Campus tours on frontier technology lectures & career empowerment

In partnership with universities worldwide, we deliver career development and skill-building programs. In 2025, we hosted tech talks and career workshops on campus, providing mock interviews, resume coaching, and career planning guidance to enhance students' career readiness.



# Employee Rights Protection



Supporting employee rights is a fundamental principle guiding our labor practices. We uphold fairness, equity and respect across our operations, with our standards for ethical conduct grounded in our core policies including the *Business Conduct Guidelines*, the *Diversity, Equity and Inclusion Policy*, and the *Employee Handbook*.

We ensure that all labor practices align with global standards and local regulations, safeguarding against forced labor, child labor, discrimination and harassment, while ensuring dignified working conditions and freedom of association.

## Human Rights Commitment and Due Diligence

We undertake to prevent, mitigate and remediate any human rights risks across our operations and supply chain. We reinforce our commitment by establishing a human rights assessment and internal audit process to identify and mitigate human rights risks across our operations. In 2025, we conducted due diligence covering 100% of operational sites, with no violations identified.

We regularly conduct human rights risk mapping to identify potential issues related to forced labor, child labor, discrimination and harassment, working conditions, freedom of association and collective bargaining, and third-party contractor management. A risk assessment evaluates the likelihood of occurrence, severity, and control measures to determine risk levels.

To safeguard the rights of all employees and stakeholders, we have established human rights risk mitigation and remediation measures. After a potential violation is reported or identified, we will initiate an investigation and issue an investigation report while protecting privacy. For any confirmed misconduct, we take immediate action to stop such conduct, provide appropriate remedy and support to affected individuals, and implement appropriate disciplinary action.

## Anti-Discrimination and Anti-Harassment

We maintain a zero-tolerance policy towards discrimination and harassment, and ensure equal opportunities in hiring, training, promotion, performance reviews, and employee benefits. We prohibit any form of discrimination based on race, skin color, gender, religion, nationality, ethnicity, disability, age, marital status, or any other protected status.

We mitigate discrimination and harassment risks through anti-discrimination and anti-harassment training and a grievance reporting mechanism. We offer multiple confidential reporting channels and protect whistleblowers from any form of retaliation. Employees may raise any concerns related to discrimination, harassment or unfair treatment through their managers, the Human Resources Department, the Internal Audit Department, the reporting mailbox, or the Employee Voice platform. All reports are promptly reviewed and investigated according to internal procedures.

To prevent discrimination during the recruitment phase, we conduct an annual internal audit on recruitment, covering job postings, interviews, and hiring decisions. We also conduct an annual audit on workplace harassment to monitor the effectiveness of policies and measures to prevent sexual harassment and power-based harassment. In 2025, no discrimination or harassment incidents occurred.

## AI-enabled recruitment

To promote fair and objective recruitment, we deploy AI-assisted tools in our hiring process for resume screening and initial interviews. In resume screening, our AI system evaluates candidate qualifications against predefined job requirements, supporting consistent and objective shortlisting. This helps minimize subjective bias in early-stage screening and fosters equal treatment for all applicants.

### Prohibition of Forced Labor and Child Labor

We comply with all applicable legal standards related to minimum working age and voluntary employment. To eliminate child labor and forced labor, we verify employees' age and identity during onboarding, and review working conditions, working hours and workload through site inspections and employee interviews. We prohibit the retention of personal identification documents and other coercive practices. In 2025, we conducted internal audits on recruitment, onboarding, working hours, and wage practices, and no forced labor or child labor incidents were identified.

### Working Conditions

We comply with all applicable labor laws and standards on working hours, rest and leave entitlements, and compensation. Our digital working hour management system helps ensure reasonable working hours and statutory leave for employees. We set maximum limits on working hours and monitor potential excessive overtime risks. Employees are offered overtime pay or paid time in lieu. To support employees in taking their full annual leave entitlement, we provide a self-service platform where employees can check their leave balance, and we also send a reminder to encourage employees to use up their leave.

To ensure employees receive sufficient wages to meet their basic living needs, we conduct an annual living wage gap analysis covering employees across key operating locations, and findings are used to inform salary review priorities. Based on annual salary reviews, we adjust employee compensation to align with market trends, ensuring internal equity and market competitiveness. In 2025, 95% of our full-time employees were paid at or above the applicable standards.



3.2

# Talent Development

At GenScript, our employees are central to our long-term value creation. We foster employee growth through a robust talent development framework featuring diverse training opportunities, clear career pathways, and performance-based incentives. This framework is woven into our human capital development processes from performance management and talent reviews to succession planning, driving shared growth for our teams and business. In 2025, GenScript was named to the “Global Talent Magnet Employer” by LinkedIn, recognizing our world-class talent strategy and an empowering employer brand.

## Training and Development

We maintain a dynamic training and development system to address the learning and growth needs of our workforce. In line with our career management objectives, we provide diverse talent programs and continuous learning opportunities to cultivate a resilient, high-performing talent pipeline. This equips our teams with skills and competencies to drive the Company’s innovation and sustainable growth.

	Target	Progress in 2025
Career management	<ul style="list-style-type: none"> <li>Provide orientation for 100% of new employees</li> <li>Develop individual development plans (IDP) for all employees</li> </ul>	Achieved

Our training programs focus on professional competency, leadership, and degree advancement. In 2025, 100% of employees received career development training, with about 33 training hours per employee. Throughout the year, we conducted 196 training sessions, with a total of 200,817 training hours, increasing by 18% compared to 2024.

### Employee Training Metrics

Indicator	Unit	2025	Indicator	Unit	2025
Training spending	US\$	820,536	Total training hours of employees	Hour	200,817
Number of career development training sessions	/	196	Average training hours per employee	Hour	32.57
Number of employees trained	Number	6,165	By gender	Male	Hour 29.14
Percentage of employees trained	%	100		Female	Hour 34.99
By gender	Male	% 41	By job level	Senior management level	Hour 34.96
	Female	% 58.7		Middle management level	Hour 46.37
By job level	Senior management level	% 3.4		Primary management level	Hour 52.08
	Middle management level	% 3.5	Non-management level	Hour 30.71	
	Primary management level	% 5.5			
	Non-management level	% 87.8			

## Training and Development Programs in 2025

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### Professional Competency Development

We have built a robust upskilling system that combines in-house training programs and external resources, offering all employees sustainable pathways for growth.

#### Internal certification programs

In 2025, we continued our job-specific qualification and certification program. Employees can attain internal job certifications by completing Lean Six Sigma, quality management, project management, and GBS training and examinations, sharpening their core expertise.

#### Third-party training

We provide dedicated funding for employees to pursue third-party training, education, and professional certifications. In a fast-moving industry, this helps our workforce expand their skill sets and career opportunities.

#### AI skill training

To accelerate digital transformation, we rolled out AI training covering AI tools and AI-based data analysis skills in 2025. These sessions engaged over 700 employees, amounting to over 1,100 learning hours. This enables employees to effectively leverage AI tools to increase productivity.

### Leadership Development

In 2025, we scaled our multi-tiered leadership development system, reaching over 1,000 leaders across all levels.

#### Training programs for primary and middle management

In 2025, we organized leadership training for new first-line and middle managers to solidify their core management capabilities. We also hosted over 20 management salons as an open, inclusive platform for new managers to discuss common management challenges and share valuable experience and insights.

#### Training program for senior management

We empower our senior management team through advanced programs—training, workshops, and executive coaching, zeroing in on strategic decision-making, business acumen, and financial oversight. These programs enhance their ability to make decisions and align resources to deliver on business objectives.

### Degree Programs

#### Associate to bachelor's degree transition and doctoral program

Launched in 2022, our degree program is on track to support nearly 100 employees in completing their associate to bachelor's degree advancement by 2026.

We also continue to partner with Nanjing University on a joint PhD training program in bioinformatics, which strengthens retention and builds our pipeline of top talents in the field.

# Employee Promotion and Retention

We have established a fair, transparent performance management and career development system, backed by the *Training and Talent Development Policy*, the *Promotion Management Policy*, the *Rotation Management Process*, the *Individual Performance Management Policy*, and the *Performance Communication and Complaint Process*. Our approach combines comprehensive performance reviews with clear promotion and internal mobility opportunities, and incentive programs. By aligning performance reviews, growth, and recognition, we empower employees to advance their careers and enhance talent retention across our global operations.



## Performance Review

Our performance review framework is guided by a results- and behavior-driven approach to ensure individual goals are fully aligned with organizational objectives. The performance management process is based on open, two-way communication from setting performance goals to ongoing feedback and formal reviews, which ensures an objective assessment of performance and informs personal development and training plans. Performance reviews are conducted on a quarterly, bi-annual, or annual basis based on employees' roles. In 2025, all employees received performance reviews and career development assessments.

To support business goals, we also have a team performance appraisal mechanism across all organizational levels, focusing on teamwork, organizational contribution, and management effectiveness. This helps foster a high-performing culture that encourages employees to contribute to collective success.

In 2025, we introduced a 360-degree feedback process for multi-dimensional assessment of our leaders. Built around our competency-based leadership model, the evaluation focuses on leaders' leadership, team development, and cross-functional collaboration by collecting feedback from their superiors, peers, direct reports, and other stakeholders. This approach drives behavioral improvement and strengthens the leadership pipeline for sustainable organizational growth.

## Individual Development Plan (IDP)

We support self-motivated career development through our robust IDP system. During annual performance reviews and talent mapping, managers assess employees' competencies and growth potential. Through two-way communication, managers and employees jointly develop IDPs that outline strengths, areas for improvement, short-term capability development goals, long-term career objectives, and action plans. As part of the performance review process, managers hold career development discussions with employees at least twice a year to review progress, provide ongoing feedback, and secure the resources needed to support employees' growth and readiness for future roles.



## Talent Pipeline Strategy

To build organizational resilience and drive sustainable business growth, we have established an integrated talent pipeline development framework, with three core focus areas: talent review, mentorship, and internal mobility.

We implement a talent review and succession planning program to develop key talents and support critical roles that are essential to business continuity and long-term growth. Based on employees' performance, potential, and role fit, we identify core talents and potential successors. Talent review outcomes serve as the basis for talent succession planning and talent risk management, ensuring a steady talent pipeline to support our core business priorities.

### Global Mentorship Program

To nurture global talents and accelerating key talent development, our global mentorship program connects high-potential employees and key talents with experienced managers and executives. The program focuses on empowering mentees to build their professional skills, leadership capacity, and competencies. Through cross-organizational and cross-regional pairings, this program enables mentees and mentors to share perspectives and strengthen global collaboration, while supporting continuous engagement around career goals, capability building, and business insights.

### Internal Mobility Program

To better match employee skills with dynamic business needs, we elevate talent mobility by expanding internal transfers and job rotation opportunities. In 2025, over 500 employees completed internal transfers across roles and business units, enabling individual career development while enhancing business flexibility. Our cross-regional mobility initiative further supports global talent development and drives synergy across our global operations.

## Employee Compensation & Incentives

To attract and retain talents, GenScript offers competitive total rewards packages, including base salary, allowances, bonuses, equity incentives, and benefits, in line with local market practices.

Committed to pay equity, we ensure that employee compensation is based on their role, skills, and performance, not gender. Through annual global compensation reviews, we monitor gender pay gaps, both overall and role-based. To close gender pay gaps, we have increased transparency around promotions and salary increases, ensuring equal opportunities for men and women based on competencies and performance. We conduct gender pay reviews during annual pay adjustments and provide clear guidelines on pay policies to managers and employees, helping to reduce unconscious bias and promote fair, equitable compensation practices.

Guided by our "Contribute and Share" system, we structure variable incentives to reflect both individual and organizational performance. Based on performance reviews, we recognize and reward employees for their contributions, primarily through performance-based bonuses and equity incentives. As of the end of 2025, the Company's equity incentive plans covered a total of 1,987 employees, designed to foster a high-performance culture and enhance the retention and engagement of core talents.

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Long-term Incentives	Options Restricted share units Long-term retention bonuses
Short-term Incentives	Performance-based bonuses Project excellence awards Dedicated recognition awards

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### 3.3

# Employee Engagement

At GenScript, we prioritize employee well-being to create a strong sense of belonging at work. We enhance overall employee experience and engagement through comprehensive benefits, cultural programs, female empowerment efforts, and open communication channels, ensuring all team members feel heard, respected, and appreciated.

## Employee Benefits

We provide comprehensive benefits to support our diverse workforce. All eligible employees, including full-time, part-time, contractors, and interns, receive statutory benefits as applicable, complemented by non-statutory benefits tailored to local requirements, including health protection, work-life support, and family-friendly policies. This approach ensures compliance with local regulations while fostering a supportive environment.

### Comprehensive Benefits

In 2025, we enhanced employee benefits by expanding family-supportive leave and introducing flexible work arrangements across key regions. All employees, including full-time employees, contractors, and interns, are eligible for paid family care leave, and we require suppliers to provide equivalent paid leave for outsourced staff.

#### Statutory Benefits

- Pension insurance
- Unemployment insurance
- Medical insurance
- Critical illness insurance
- Work-related injury insurance
- Maternity insurance
- Housing provident fund

#### Supplementary Benefits

##### Health Protection

- Supplementary commercial insurance
- Accidental injury and medical insurance
- Supplementary work-related injury insurance
- International business travel insurance
- Annual health check-up
- Psychological counseling and stress management training
- Free gym

##### Allowances and Other Benefits

- Employee consolation money
- Small incentives for additional contributions
- Appreciation benefits for 5th, 10th and 15th work anniversary

##### Work-Life Support

- Free transitional housing
- Telecommuting and flexible working hours

#### Family-Friendly Benefits

- Paid annual leave
- Bonus leave
- Paid maternity leave
- Paid paternity leave
- Paid prenatal check-up leave
- Paid parental leave
- Paid breast-feeding leave
- Paid nursing leave for only-child family
- Paid bereavement leave
- Nursing room & maternity parking

To address diverse needs of our global workforce, we implement region-specific well-being programs across major operational sites. These programs extend beyond standard benefits to support work-life balance and strengthen inclusivity.

- Aligned with the *Flexible Working Arrangements*, our Singapore Site rolled out flexible work options, including flexi-time, flexi-place and flex-load, helping employees manage work-life balance and reduce work-related stress.
- At our EU Site, we improved non-pay benefits by including an option of working from home country and expanding private medical insurance coverage for UK staff. Our mental health platform is available for confidential counseling and self-assessment tools.
- At our U.S. Site, we launched a year-round wellness program, including wellness education, preventive care, and community-focused initiatives, as well as on-site health fairs, providing tangible health support for employees.

### GenCare employee support platform

In 2025, we launched the GenCare Employee Support Platform to support the mental well-being of employees. This free platform offers professional psychological assessments, training sessions, wellness courses, meditation resources, and counseling services. A 24/7 counseling hotline and free online support are also available to ensure timely, confidential mental health guidance.

## Corporate Culture Activities

To enhance understanding and cohesiveness between our global teams, we expand cultural activities that create meaningful opportunities for employees to enrich work experiences and strengthen connections across functions and regions.

### Cross-Cultural Education

In 2025, we organized a third-party workshop on cross-cultural conflict management and team integration at our Singapore Site. The workshop equipped participants with practical tools to address challenges in multicultural collaboration, bridge cultural differences, and leverage diverse perspectives to drive innovation. This strengthened employees' cultural awareness and mutual respect, supporting more inclusive teamwork.

## Wellness Clubs

To reinforce our corporate culture and encourage meaningful interactions, the Company offers a variety of sports and interest clubs, such as basketball, badminton, yoga, and cycling, and organizes regular sports events. These activities provide a relaxed environment for employees to connect across teams and strengthen bonds, contributing to a positive, inclusive, and energized workplace culture.



Running Club

## Festival Celebrations

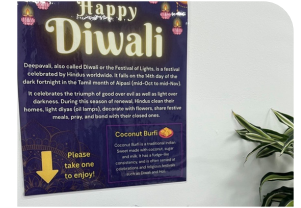
We celebrate cultural festivals from diverse cultures to promote understanding, respect, and greater inclusivity across our organization.



Thanksgiving Day



Christmas



Diwali

## Women's Empowerment Initiatives

We support and empower female employees in the workplace by safeguarding their rights through the *Collective Agreement for the Protection of Rights and Interests of Female Employees* and fostering community and peer support.

### International Women's Day events

In celebration of the International Women's Day 2025, we hosted empowering events that brought together inspiring female leaders from across our sites. In an interactive online session, these representatives shared their career journeys, cutting-edge knowledge, skills and valuable insights, highlighting diverse perspectives and the unlimited potential of women in the workplace.



### Working mothers network

We maintain a working mothers network that fosters a supportive community for women to connect, share experiences, and access resources to better balance their careers and families. By promoting mutual support and understanding, this network helps break down gender barriers, build confidence, and strengthen belonging, empowering women to thrive at work and life.

# Democratic Communication

GenScript prioritizes an open and inclusive culture that respects the rights to freedom of association, freedom of expression, and collective bargaining. By working towards employee engagement targets, we ensure our management practices remain transparent, responsive, and effective.



Target		Progress in 2025
Employee Engagement on Working Conditions	Annual satisfaction survey on working conditions with no less than 90% participation	Achieved
Labor Relations	At least two staff briefings on business results per year and one worker's congress every two years	Achieved

## Communication Channels

We ensure open and transparent communication through multiple channels, including the Worker's Congress, CEO lunches, and the Employee Voice platform, which foster direct engagement and ensure every employee's voice is heard and valued.

Regular CEO lunch sessions provide a direct channel of communication between employees and senior management. These sessions encourage cross-functional experience sharing and feedback, while enabling leadership to gain genuine insight into employees' work experiences and needs and drive more practical and responsive management decisions. With the confidential Employee Voice platform, we collect employee feedback on management and organizational culture as well as workplace misconduct reports. This allows us to stay connected with employee needs, address management gaps, and apply useful input to shape and improve management decisions.

## Annual employee satisfaction survey

In 2025, we conducted an annual employee engagement survey, focusing on personal development, purpose, working environment, and team culture. The employee satisfaction rate increased from 90.2% in 2024 to 91.6%, reflecting our efforts to build a more engaged workplace.

3.4

# Occupational Health and Safety

Occupational health and safety (OHS) is a top priority in our operations. Our proactive prevention framework is designed to identify hazards and control risks before they escalate into incidents. In compliance with applicable international OHS standards and regulations, we implement a comprehensive OHS framework with internal inspections, regular safety audits, and training that encompasses our employees, suppliers, and visitors to ensure compliance with our safety standards and strengthen resilience across our operations and value chain. One of our manufacturing facilities has been certified to ISO 45001 health and safety management system, and we are working to expand the coverage.

## Governance Structure

Our OHS management is built on a risk-based approach, centered on a dual prevention mechanism, combining hierarchical risk control and hazard identification and elimination. Our *Hazard Identification and Risk Assessment Management Policy* and *Safety Hazard Identification and Elimination Management Policy* provide guidelines for systematic identification, evaluation, and mitigation of safety risks.

We have established a top-down governance structure for safety management. Our Work Safety Committee oversees general occupational health and safety. Our Biosafety Committee addresses biosafety risks and oversees laboratory and animal facilities management, safeguarding both our workforce and the environment. The *GenScript Environment, Health, and Safety (EHS) Policy*, endorsed by our Work Safety Committee, establishes our OHS management objectives. Our *EHS Responsibilities and Accountability Policy* define the roles and accountability for OHS management across all levels. The Work Safety Committee evaluates OHS risk controls and OHS performance against predefined targets on a quarterly basis, while overseeing continuous improvement in safety management.

In 2025, there were no reported occupational health and safety or biosafety violations. No work-related fatalities occurred among employees and contractors in the past three years.



	Target	Progress in 2025
Health and safety	<ul style="list-style-type: none"> <li>▶ Zero workplace safety accidents</li> <li>▶ Zero environmental pollution incidents</li> <li>▶ Zero biosafety incidents</li> <li>▶ Zero occupational diseases</li> <li>▶ Regular occupational health and safety inspections and training covering 100% of our operational sites</li> </ul>	Achieved

## OHS Risk Management

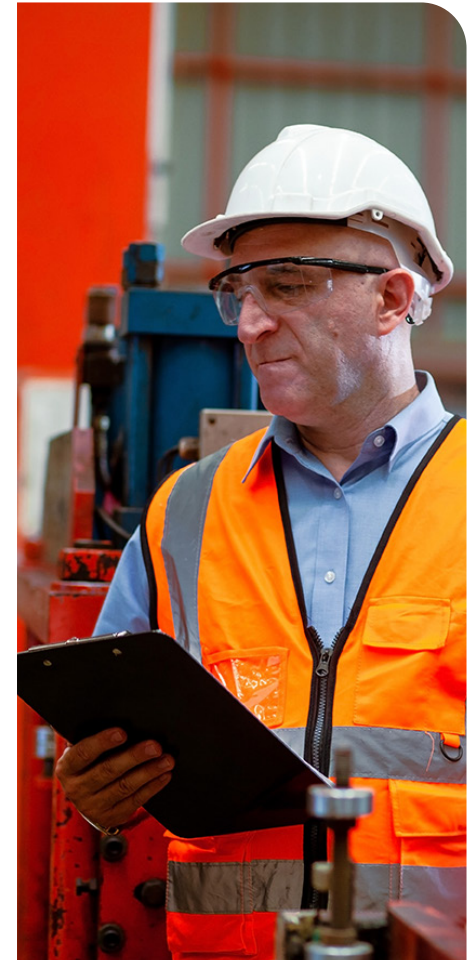
We operate a comprehensive occupational health and safety framework to mitigate workplace risks and prevent work-related injuries. We maintain high safety standards and continuously strengthen the performance of our OHS management system through inherently safer design (ISD) improvements, regular hazard identification and risk assessments, ongoing risk monitoring, and proactive employee engagement.

We implement a behavior-based safety (BBS) program to reinforce safe working habits through on-site observation and feedback, reducing OHS risks at the source. Additionally, our emergency plans build employees' capability to respond to and mitigate risks effectively during incidents. To further embed a "safety first" culture, we implemented an internal safety certification program for employees in key roles, including department heads and safety coordinators. These programs aim to equip them with necessary skills and knowledge to lead by example and drive safety initiatives across the Company.

### Prevention of Workplace Injuries and Occupational Diseases

Occupational hazard assessment	<ul style="list-style-type: none"> <li>We identify and assess occupational health hazards through qualified third parties by monitoring occupational exposure levels.</li> </ul>
Occupational hazard control	<ul style="list-style-type: none"> <li>Employees in high-risk or hazard-prone positions are provided with personal protective equipment (PPE).</li> <li>Engineering and administrative controls are implemented as needed, including the installation of fume hoods, noise reduction facilities, and reasonable work hour arrangements.</li> </ul>
Occupational health screening	<ul style="list-style-type: none"> <li>We conduct occupational health screenings throughout the employment lifecycle, enabling risk-based job adjustments and targeted protective measures informed by medical assessments.</li> </ul>
Emergency drill	<ul style="list-style-type: none"> <li>We conduct regular drills to evaluate and refine our emergency response plans, recording 8,494 participations in these exercises during 2025.</li> </ul>
Employee health and well-being	<ul style="list-style-type: none"> <li>Provision of ergonomic seating and professional physiotherapy to prevent repetitive strain injuries (RSI).</li> <li>Annual health check-ups for all employees to monitor overall health status.</li> <li>Critical illness support programs and supplementary commercial insurance.</li> <li>On-site gym facilities and diverse employee sports clubs to promote positiveness.</li> </ul>

We have established formal procedures for investigating work-related injuries and occupational diseases. When an incident occurs, we prioritize containing hazards and providing medical assistance as needed. We conduct investigations to identify root causes and management gaps, and prepare reports along with corrective actions that are tracked until completion. To increase employee awareness, safety alerts are circulated internally to drive reflection and preventive measures against similar incidents.



## Safety Awareness & Culture

We create a proactive safety culture by elevating safety awareness and driving employee engagement. 100% of our employees participate in mandatory OHS training quarterly and sign an OHS commitment letter annually. These initiatives, alongside our Safety Month events, encourage employees to take ownership of safety practices and integrate them into daily operations.

### Employee wellness program

At our US Site, we hosted monthly wellness webinars and health fairs to support employee well-being. The webinars covered preventive care, chronic condition management, and mental wellness, with each session attracting over 160 participants. Our health fairs offered on-site professional wellness screenings and consultations, significantly improving employee awareness and access to health resources.

### Safety training for the leadership team

In 2025, we conducted work safety training for department heads, where legal experts analyzed industry incidents and regulatory requirements to clarify leadership oversight responsibilities. This program reinforced our proactive safety governance and strengthened management's accountability for upholding safety standards.

### First-aid training

At our Zhenjiang Site, we provided first-aid training for employees, covering cardiopulmonary resuscitation (CPR), automated external defibrillator (AED) operation, and the Heimlich maneuver techniques. Through comprehensive practical sessions and skill evaluations, all participants obtained certifications, strengthening our internal emergency response capacity.



## Safety Month Campaign

To foster a proactive, prevention-oriented safety culture, we organize an annual Safety Month campaign across major manufacturing sites, featuring safety knowledge contests, practical skill challenges, and emergency response drills.

The skill-based activities focused on hands-on emergency competencies. For example, participants completed standardized Self-Contained Breathing Apparatus (SCBA) donning and air-tightness checks within defined operational time limits, simulating emergency response scenarios. In addition, we conducted joint evacuation drills in coordination with local fire authorities, strengthening cross-organizational emergency response and communication capabilities. The campaign recorded 3,020 participations, fostering a more unified, proactive, and prevention-focused safety culture across the organization.



## Data-Driven Safety Management

We use advanced digital solutions to strengthen our risk management capabilities and enable a more predictive, data-informed approach to safety management.

### Intelligent EHS support platform

We have launched an intelligent service platform that delivers instant automated guidance, educational resources, and incident case studies. Matters that require deeper technical insight are seamlessly escalated to EHS teams for timely professional support.

### AI-Driven safety monitoring

In high-risk areas, we have deployed AI-enabled monitoring systems to identify unsafe behaviors and hazardous conditions in real time, which trigger automated alerts for timely intervention and enable proactive, preventive safety management.

## Advancing Inherent Safety

We accelerate inherently safer design (ISD) transformations to eliminate or minimize hazards at the source. By integrating safety principles into process engineering, equipment specifications, and facility layout, we aim to reduce underlying operational risks and foster a more resilient workplace.

### Elevated explosion-proof electrical systems

We enhanced technical standards for explosion-proof electrical systems and implemented hardware enhancements to minimize inherent ignition risks in hazardous areas. These specialized installations have been verified by a qualified third party, ensuring full technical compliance and effectively mitigating explosion risks.

### Ventilation system renovation

We renovated our ventilation infrastructure to include lower exhaust ports in fume hoods, designed to capture heavy vapors from organic solvents and process gases. By eliminating gas accumulation at the source, this upgrade significantly strengthens hazardous containment and workplace safety.

### Uninterruptible power supply (UPS) risk management

To support production continuity, we implemented intelligent online monitoring of UPS systems that provides real-time alerts for current, voltage, and temperature anomalies, alongside an automated fire suppression system. These initiatives enhance operational reliability and strengthen risk prevention.

## Supplier Safety Management

We safeguard supplier safety through rigorous end-to-end oversight and governance. In 2025, we updated our *Supplier Safety Management Guidelines*, defining clear departmental responsibilities throughout the safety management process.

We maintain a closed-loop supplier safety management system covering the entire engagement life cycle. Our process begins with rigorous pre-qualification audits to evaluate safety competencies before contractor approval, supplemented by a safety management agreement to define responsibilities and compliance mandates. Prior to work, all contractors must complete mandatory safety training. Once activities commence, we strictly control high-risk activities through a permit-to-work system. Finally, contractor performance is a decisive factor in post-project evaluations, ensuring continuous safety improvement.

To validate the effectiveness of our contractor safety protocols, we conducted audits in 2025, focusing on both internal management frameworks and supplier field activities. These assessments identified 12 non-conformities, all of which have been fully rectified, ensuring 100% closure of identified risks.



## Hazardous Chemical Management

Our *Hazardous Chemical Safety Management Policy* and *Hazardous Chemical Process Safety Assessment Management Procedure* govern the entire life cycle of hazardous chemicals from procurement, transportation, and storage to use and disposal. In 2025, we upgraded hazardous chemicals management by integrating hazardous chemical operations into our high-risk operation framework under stringent control standards.

### Hazardous Chemical Safety Initiatives

Digital hazardous chemical management platform

The platform automates qualification checks during digital requisition, only allowing chemical requests from authorized personnel.

The platform provides a unified repository for safety data sheet (SDS) and real-time visibility into inventory and consumption.

Chemical safety training

In 2025, we provided role-specific safety training for all hazardous chemical operators to enhance their competencies.

Chemical safety audits

We conduct safety audits to ensure compliance with hazardous chemical protocols for storage, usage, disposal, and emergency preparedness.

Chemical incident emergency drills

We conduct emergency drills for spills, leaks, and fires, followed by comprehensive reviews to refine response plans and build risk management capabilities.

Chemical substitution, reduction, and elimination

We incorporate green chemical processes into R&D and production by replacing high-risk chemicals with safer and eco-friendly alternatives, while eliminating hazardous reagents and minimizing chemical usage through workflow redesign and automation.



# 04

## Preserving Our Environment

We uphold environmental stewardship through systematic environmental management approaches to address climate-related challenges, manage environmental risks, improve resource efficiency, and implement rigorous pollutant management. Our climate strategy centers on a low-carbon transition in line with Science Based Targets initiative (SBTi) criteria for carbon reduction.

We continuously pursue process innovation to enhance operational efficiency beyond regulatory compliance. Through ongoing energy and resource conservation and waste management initiatives, we strive to minimize our environmental footprint while supporting sustainable business growth.

### Contributing to the UN SDGs



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4.1

# Addressing Climate Change

At GenScript, we address climate change through a systematic approach built upon governance, strategy, risk management, and metrics and targets. Clear accountability across the Board, the Risk Management and ESG Committee, and the Climate Change Taskforce supports effective oversight and decision-making. By embedding climate risks into our broader risk management framework and monitoring performance against key targets, we strengthen operational resilience and drive continuous improvement in our climate action.

## Governance

We have established a strong climate change governance structure, with clearly defined responsibilities cascading from the Board and the Risk Management and ESG Committee down to the Climate Change Taskforce, to ensure accountability for addressing climate change and advancing our climate targets. Climate-related considerations have been incorporated into the Company's remuneration policy, as reviewed by the Board. A portion of the CEO's annual compensation will be linked to the achievement of ESG targets.

Governance Structure and Accountability	
Board of Directors - Strategic leadership and highest-level oversight	<ul style="list-style-type: none"> <li>Review and approve the Company's climate-related strategy and targets, ensuring integration with corporate goals</li> <li>Provide oversight on the identification, assessment, and management of material climate-related risks and opportunities</li> <li>Ensure the provision of resources to support the low-carbon transition</li> <li>Monitor environmental performance and subsequently review and approve climate-related disclosures</li> </ul>
Risk Management and ESG Committee - Integrated management and oversight	<ul style="list-style-type: none"> <li>Develop climate-related management roadmaps and strategies</li> <li>Review and approve action plans for managing climate-related risks and opportunities</li> <li>Oversee budget and resource for climate-related initiatives</li> <li>Monitor implementation progress and recommend corrective actions</li> </ul>
Climate Change Taskforce - Operational execution and delivery	<ul style="list-style-type: none"> <li>Identify climate-related risks and opportunities across the value chain</li> <li>Develop and deliver climate-related action plans</li> <li>Assess carbon performance against targets and define improvement areas</li> <li>Report quarterly to the Risk Management and ESG Committee on progress</li> </ul>

As part of the Board's agenda, climate change-related issues are reported to the Board on a quarterly basis. In 2025, the Board ESG Committee reviewed climate-related disclosure requirements, the Company's climate actions, areas for improvement, and action plans, and received third-party training on global disclosure standards and best practices, helping to navigate climate-related risks and opportunities.

# Strategy

In alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework, we have systematically evaluated climate-related risks and opportunities, assessing their potential impact on our business over the short-term (1 year), medium-term (2 to 5 years) and long-term (from 6 years). By integrating physical and transition risk assessments with stakeholder perspectives and industry benchmarks, we have established concrete action plans focused on mitigating climate risks and leveraging strategic opportunities.

## Climate-Related Risks and Potential Impact

Risk Type	Potential Impact	Potential Financial Impact	Response Strategy	Time Horizon
<b>Acute Physical Risks</b>				
Typhoon	Impact on operations: Structural damage to power and water infrastructure, operational downtime, and increased safety hazards	CAPEX: Increased investment in the repair, reinforcement, and upgrading of facilities and critical utilities (power, water, and drainage systems)	Extreme weather response: Implement an integrated response plan to enhance monitoring, provide early-warning mechanisms, and strengthen critical infrastructure	Short-term (1 year)
Extreme heat				Short-term (1 year)
Flood	Impact on supply chain: Interrupted logistics and supply continuity, with delayed production schedules and distribution	OPEX: Higher costs for emergency response, disaster recovery, and increased energy and water consumption during extreme weather	Business Continuity Management (BCM): Adhere to established BCM Rules to activate supply chain contingency plans and ensure operational stability	Medium-term (2-5 years)
<b>Chronic Physical Risks</b>				
Global warming	Increased ambient temperature and humidity fluctuations, leading to higher cooling demand and potential impacts on precision manufacturing environments	OPEX: Higher energy consumption for cooling and dehumidification and increased maintenance costs for HVAC systems	Upgrade HVAC systems for higher energy efficiency in cooling and dehumidification and ensure regular maintenance	Long-term (6+ years)

Risk Type	Potential Impact	Potential Financial Impact	Response Strategy	Time Horizon
<b>Chronic Physical Risks</b>				
Sea level rise	Impact on facilities: Risks to coastal infrastructure and asset integrity Impact on logistics: Disruption of coastal transportation routes and supply chain continuity	CAPEX: Investment in coastal defense, facility reinforcement, and relocation of critical assets OPEX: Increased insurance premiums	Conduct regular risk assessments and enhance adaptive measures to protect operational continuity and logistics integrity	Long-term (6+ years)
<b>Transition Risks</b>				
Policy and Legal Risks	Increased transparency requirements for emissions reporting and stricter mandatory regulatory requirements for products and services	OPEX: Higher costs for carbon accounting, transparency audits, and product certifications	Regularly review disclosure practices to align with HKEX and global ESG standards, and enhance internal data management	Medium-term (2-5 years)
Technology Risks	Transition to low-carbon technologies across production processes and utility systems	CAPEX: Investment in energy-efficient equipment and low-carbon process R&D OPEX: Higher costs for low-carbon R&D and specialized maintenance for new systems	Enhance production efficiency through process optimization and automation, while deploying energy-efficient utility systems and renewable energy	Medium-term (2-5 years)
Market Risks	Shifts in customer preferences toward low-carbon products and increasing supply chain pressure for emissions reduction	Revenue: Potential revenue loss due to market shift OPEX: Higher procurement costs for sustainable raw materials and increased expenses for carbon footprint tracking	Develop sustainable products, measure carbon footprints, and strengthen supply chain collaboration to align offerings with evolving customer preferences	Medium-term (2-5 years)
Failure to meet stakeholder expectations	Loss of trust among customers, investors and business partners	OPEX: Increased costs related to remediation, enhanced disclosures and governance improvements	Provide detailed climate-related disclosures in ESG reports and improve ESG governance to meet stakeholder expectations	Medium-term (2-5 years)

## Climate-Related Opportunities

Opportunity Type	Potential Impact	Financial Impact	Response Strategy	Timeframe
Resource efficiency	Improved production processes and higher resource recycling rates may enhance operational efficiency and capacity utilization, while supporting more efficient use of materials across the value chain	OPEX: Lower operating costs through improved efficiency, increased capacity, and resource recycling	Optimize production processes, integrate low-carbon resources, and upgrade operational technologies	Short-term (1 year)
Energy sources	Transition to renewable energy sources may reduce dependence on fossil fuels, improve energy supply stability, and support decarbonization across operations and the supply chain	OPEX: Reduced energy costs	Install photovoltaic systems, purchase green electricity, and explore diversified clean energy solutions	Medium-term (2-5 years)
Products and services	Develop climate adaptation plans and launch low-carbon products to enhance competitiveness	Revenue: Increased market share and new revenue streams from the introduction of low-carbon products	Design sustainable production processes, develop low-carbon products, and offer eco-friendly solutions	Medium-term (2-5 years)
Markets	Expansion into markets with stricter carbon regulations may improve market access and strengthen partnerships across the value chain	Revenue: Potential revenue opportunities	Partner with value chain stakeholders and offer climate-adaptive products and services	Medium-term (2-5 years)
Resilience	Strengthen resilience across value chain, including long-lived fixed assets, supply and distribution networks, and critical dependencies on utilities, infrastructure, and natural resources	CAPEX: Reduced risk of infrastructure impairment OPEX: Long-term savings from enhanced supply chain continuity and reduced operational disruptions	Strengthen supply chain resilience, upgrade infrastructure, optimize resource management, enhance distribution networks, and secure green financing to build climate resilience	Long-term (6+ years)

# Risk Management

We integrate climate risks into our overall enterprise risk management framework, and follow a rigorous process for risk identification and mitigation across our operations. We have established a reporting mechanism to provide regular updates on climate risk management to the Risk Management and ESG Committee. To mitigate the impact of extreme weather, we have embedded emergency protocols within our climate risk management processes, bolstering long-term operational resilience.

Climate Risk Management	
Climate Risk Goals	We set climate risk objectives aligned with both our integrated risk framework and global climate goals.
Climate Risk Identification	We identify climate risks across the entire value chain against, based on industry benchmarks and stakeholder expectations.
Climate Risk Assessment	We assess climate risks based on their likelihood, potential impacts, and controllability to effectively prioritize and manage material risks.
Climate Risk Response	We implement mitigation and adaptation actions to reduce emissions and enhance our resilience to climate impacts.
Emergency Management	We have established the Emergency Management Procedures for Extreme Weather and conduct regular emergency drills to ensure rapid response and minimize operational disruptions.

## Decarbonization Actions

Our effective climate risk management extends beyond identification into proactive execution. Within our own operations, we prioritize energy management as a key approach to mitigating risks and strive to achieve a 5% annual reduction in energy consumption intensity, using 2023 as the base year. This strategy is characterized by enhancing energy efficiency and reducing reliance on fossil fuels. Aligned with international standards, we have developed internal policies and guidelines to drive our own climate actions and advance global decarbonization goals.

## Energy Management

Guided by the ISO 50001 standards, we manage our energy performance and pursue continuous improvement across all operations. We conduct annual internal and external energy audits, assess energy-saving initiatives, and provide quarterly updates to the Risk Management and ESG Committee, enabling the optimization of our energy distribution networks. Following the recertification of our Jinan Site, the Nanjing Site also achieved ISO 50001 certification in 2025 as we continue to expand this framework across all manufacturing sites.

## Facility and Equipment Optimization

### Power room cooling optimization

At Zhenjiang Site, we optimized airflow and sealing in the power room to minimize cooling loss in summer and leverage outdoor air for natural cooling in winter. This initiative has enhanced equipment reliability while achieving a 25% annual energy saving, totaling approximately 8 MWh.

### HVAC system heat exchange improvement

At Zhenjiang Site, we performed deep chemical cleaning on the surface coolers of HVAC units to remove internal fouling. This maintenance increased heat exchange efficiency from 70% to 80%, achieving an annual energy saving of approximately 41 MWh.

### Direct-fired thermal upgrade

At Jinan Site, the spray drying tower heating system was upgraded from steam heat exchangers to a direct-fired linear burner system. By integrating the burner within the air duct, the system utilizes process airflow for combustion, eliminating the need for auxiliary fans and maximizing thermal efficiency to achieve an annual steam saving of 3,000 tons.

### Air Handling Unit (AHU) upgrade

Across our major operating sites, we replaced legacy AC fans within AHU with EC fans. This equipment upgrade enhances fault tolerance and low-frequency efficiency through high power density and automated frequency compensation, achieving an annual energy saving of 2,217 MWh.

### Air compressor cooling system optimization

At Zhenjiang Site, cooling for the air compressors has been optimized by switching from cooling towers to the facility's chilled water system. This change addresses the high energy consumption and evaporation losses associated with tower cooling, resulting an annual energy saving of 140 MWh.

## Digital Energy Management

### Intelligent HVAC control optimization

At Zhenjiang Site, we replaced Proportional, Integral, Derivative (PID) control for HVAC systems with AI-powered intelligent control. By transitioning to dynamic load balancing, the system eliminates energy waste from simultaneous heating and cooling. This optimization has reduced energy consumption by 40%, achieving a saving of 2,050 MWh in 2025.

### Intelligent energy management system

In 2025, we deployed a centralized intelligent energy management system across our major operating sites. The platform enables real-time monitoring of abnormal operating conditions, utility leak alerts, and data-driven analysis, leading to steam savings of 2,156 tons and electricity savings of 310 MWh.

## Decarbonizing the Energy Mix

### Distributed solar PV system

In 2025, we expanded the distributed solar PV capacity at Nanjing Site. This expansion increases total solar generation capacity to 1,320 MWh annually, significantly raising the proportion of renewable energy in our energy mix.

### Solar thermal system

We utilize a solar thermal system to provide hot water for our operations. By leveraging renewable thermal energy to supplement conventional heat sources, the system achieves an annual saving of 950 tons of steam.

### Green logistics

In 2025, our Australia site collaborated with logistics partners to implement the GoGreen Plus service. This initiative reduces carbon emissions by incorporating Sustainable Aviation Fuel (SAF) into our transport network. Through this transition to sustainable energy, we achieved a 6.2% reduction in logistics emissions, contributing to our efforts in reducing Scope 3 footprints.

### Electric mobility expansion

To promote electric mobility, we have been steadily expanding our electric vehicle (EV) infrastructure and fleet. As of 2025, we have established 47 EV charging stations for employees and visitors, while steadily transitioning our fleet to EV to decarbonize business travel.

## Value Chain Engagement

We integrate climate considerations into our value chain governance to drive collective environmental progress. Through regular communication and annual supplier day, we share our climate management requirements and decarbonization best practices actionable with our suppliers and business partners to empower collective climate action. To ensure alignment with our sustainability standards, we incorporate climate-related performance indicators into our supplier assessment framework, allowing us to identify and prioritize partners who demonstrate a commitment to sustainable operations. Additionally, we work with suppliers to develop innovative packaging solutions, effectively reducing packaging waste and emissions through material and design optimization.

As a dedicated PSCI Supplier Partner, we follow PSCI principles for responsible supply chain management. Through proactive dialogue and regular engagement, we keep up with our clients' environmental sustainability requirements and extend the same requirements to our supply chain. This enables us to align with industry best practices and provide operational transparency to assist our customers in achieving their net-zero targets.



# Metrics and Targets

We conduct an annual corporate GHG inventory<sup>2</sup> in accordance with the GHG Protocol and ISO 14064, with data verified by an independent third party. In 2025, our decarbonization targets (base year 2023) were validated by the Science-Based Targets initiative (SBTi), supporting the 1.5°C Paris Agreement ambition.

In 2025, the Company achieved a 10% year-on-year reduction in combined Scope 1 and 2 emissions, driven by energy mix optimization. To ensure alignment with our SBT pathway, climate performance—including decarbonization and disclosure compliance—has been integrated into the Climate Change Taskforce's evaluation, reinforcing accountability for carbon management.



**ISO 14064 certification**

Overall Net-Zero Target	<ul style="list-style-type: none"> <li>Reach net-zero GHG emissions across the value chain by 2050</li> </ul>
Near-Term Targets	<ul style="list-style-type: none"> <li>Reduce absolute Scope 1 &amp; 2 emissions by 54.6% by 2033</li> <li>Reduce absolute Scope 3 (fuel/energy activities and waste) by 32.5% by 2033</li> <li>83% of suppliers (by emissions<sup>3</sup>) to set science-based targets by 2029</li> </ul>
Long-Term Targets	<ul style="list-style-type: none"> <li>Reduce absolute Scope 1, 2, and 3 GHG emissions by 90% by 2050</li> </ul>

<sup>2</sup> Under the operational control approach

<sup>3</sup> Covers purchased goods and services, capital goods, and upstream transportation and distribution.

## GHG Emissions Indicators

Indicator	Unit	2025
Scope 1 emissions <sup>4</sup>	tCO <sub>2</sub> e	19,520.21
Scope 2 emissions - market-based <sup>5</sup>	tCO <sub>2</sub> e	128,855.00
Scope 2 emissions - location-based	tCO <sub>2</sub> e	117,583.84
Total emissions (Scope 1 + Scope 2) - market-based	tCO <sub>2</sub> e	148,375.21
Total emissions (Scope 1 + Scope 2) - location-based	tCO <sub>2</sub> e	137,104.05
Scope 3 emissions <sup>6</sup> - market-based	tCO <sub>2</sub> e	424,238.71
Scope 3 emissions - location-based	tCO <sub>2</sub> e	424,232.40
Emissions intensity (Scope 1 + Scope 2) - market-based	tCO <sub>2</sub> e/US\$10,000	1.55
Emissions intensity (Scope 1 + Scope 2) - location-based	tCO <sub>2</sub> e/US\$10,000	1.43

<sup>4</sup> Our Scope 1 emissions are mainly from diesel, natural gas, and gasoline, and calculated based on the GHG emission factors for each fuel specified in the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Industrial Enterprises in Other Sectors in China (Trial)* and the *2006 IPCC Guidelines for National Greenhouse Gas Inventories*.

<sup>5</sup> Our Scope 2 emissions are mainly from purchased electricity and purchased steam. Scope 2 emissions from purchased electricity – market-based are calculated based on the average carbon dioxide emission factor of China's power grids (excluding commercially-traded electricity generated from non-fossil fuel) of 0.6096 kgCO<sub>2</sub>/kWh in 2023 as set out in the *Announcement on the 2023 CO<sub>2</sub> Emission Factors for Power Grids by China's Ministry of Ecology and Environment*. Scope 2 GHG emissions from purchased electricity – location-based are based on the average carbon dioxide emission factor of China's power grids of 0.5306 kgCO<sub>2</sub>/kWh in 2023, as published in the same announcement. Scope 2 GHG emissions from purchased steam are based on the emission factor of 0.3 kgCO<sub>2</sub>/kg according to the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Industrial Enterprises in Other Sectors in China (Trial)* and the *2006 IPCC Guidelines for National Greenhouse Gas Inventories*.

<sup>6</sup> Inventory of Scope 3 emissions (Scope 3) were conducted according to the GHG Protocol and ISO 14064 standards. The emissions cover carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>).

4.2

# Environmental Stewardship

As a responsible corporate citizen, we place high priority on environmental protection and sustainable operations. We implement a set of environmental initiatives under our environmental management system and targets, including proactive environmental risk management and employee awareness training. These initiatives enable us to continuously improve our environmental performance and reduce our environmental impact.

## Environmental Management System

We comply with applicable environmental laws and regulations across all operational sites. Our environmental management system provides a structured approach to monitoring compliance, identifying gaps and implementing corrective actions through regular reviews. As part of our efforts to standardize environmental management practices, 31% of our operational sites were ISO 14001 certified by the end of 2025. To ensure adherence to regulatory requirements and ISO 14001 standards, we have implemented key policies at our major manufacturing sites, including the *Environmental Sustainability Policy*, the *Environmental, Health, and Safety Policy*, and the *Energy Management Policy*, which guide the management of our environmental priorities.

## Environmental Targets

In 2025, we refined our environmental targets to focus on resource efficiency, pollutant discharge, and waste reduction. These objectives align with our climate ambitions under the SBTi, driving our transition toward a resource-efficient and sustainable operation.

Environmental Targets	
Pollutant management	<ul style="list-style-type: none"> <li>• Ensure 100% compliance with emissions standards for wastewater, exhaust, and noise</li> <li>• Achieve a 1% reduction in wastewater intensity</li> </ul>
Waste management	<ul style="list-style-type: none"> <li>• Ensure 100% compliant disposal of waste</li> <li>• Achieve a 1% reduction in hazardous waste intensity</li> </ul>
Water consumption	<ul style="list-style-type: none"> <li>• Achieve a 1% reduction in water intensity</li> </ul>
Resource recycling and reuse	<ul style="list-style-type: none"> <li>• Achieve a 30% increase in the proportion of recyclable and renewable materials in specific raw materials</li> </ul>

## Environmental Performance Review

In line with the *EHS Responsibility & Accountability Policy*, we apply a structured approach to evaluating environmental management practices and performance. Environmental indicators are embedded into management performance reviews to strengthen accountability across all levels.

## Environmental Risk Management

To effectively manage environmental risks, we identify environmental factors and develop comprehensive environmental factor checklists under our *Environmental Factor Identification and Evaluation Control Procedures*. The EHS team oversees the effectiveness of operational controls to ensure effective environmental risk management. By the end of 2025, we conducted environmental risk assessments covering 100% of our operational sites.

### 2025 Environmental Performance Indicators

- Zero administrative penalties for environmental non-compliance
- Zero secondary environmental disasters from fire or explosion incidents
- 1% reduction in hazardous waste intensity
- Bonus for reducing both the quantity and variety of hazardous chemicals used
- 100% compliance with wastewater, air emissions, and noise, as well as waste disposal standards

The EHS team conducts quarterly audits to assess each department's environmental performance against defined indicators. Quarterly audit results are reviewed by the Work Safety Committee and subsequently incorporated into the performance evaluations of department heads.

### Environmental Risk Identification and Management

Environmental risk identification	Each department maintains an environmental factor checklist to identify potential environmental risks, with updates conducted annually or following changes in processes, materials or facilities.
Environmental risk assessment	We conduct risk assessments to identify scenarios that could trigger environmental incidents, with risks classified by hazardous substance levels and control effectiveness.
Environmental risk control	We implement environmental factor controls to minimize risks at the source, and assess the effectiveness through regular wastewater, noise, and air emissions monitoring to ensure regulatory compliance.
Emergency response	We maintain a robust <i>Environmental Emergency Response Plan</i> , supported by annual staff training and emergency drills to ensure operational readiness.
Continuous improvement	We utilize an environmental incident reporting system to analyze root causes and response gaps, driving corrective actions and continuous improvement in environmental performance.

# Environmental Awareness Promotion

We promote environmental awareness through training, communication, and employee engagement initiatives to enable continuous improvement in environmental practices across our operations and value chain.

## Environmental Training

In 2025, we achieved 100% environmental training coverage across our workforce, with programs tailored to various functions to strengthen environmental awareness and embed consistent practices.

Environmental Training and Capability Building	
Employee training	We provide comprehensive environmental training to employees, covering pollution control, waste reduction, water and energy efficiency, and decarbonization.
Department head training	We conducted environmental training for department heads to align leadership with targets for waste reduction, energy, and water conservation.
Risk Management and ESG Committee training	We conduct regular environmental training for the Risk Management and ESG Committee members, covering regulatory mandates and our integrated carbon and environmental management frameworks.
Internal auditor training	Our Nanjing site conducted ISO 50001 training for the energy audit team, with competency confirmation completed to enable them to conduct internal energy management audits.

## Environmental Protection Advocacy

In 2025, we continuously empowered our employees to optimize utility usage. Awareness was promoted through site-specific visual materials and digital guidelines offering practical recommendations for electricity and water conservation.

We encourage employees to identify and implement initiatives that enhance our environmental performance. A dedicated platform is in place to allow employees to submit and implement improvement initiatives on waste reduction, energy conservation, and resource efficiency, with support from the EHS team in technical feasibility assessment and project facilitation, ensuring that high-value suggestions are effectively executed. In 2025, this collaborative approach resulted in 118 effective practices being adopted, driving measurable enhancements in our operations.

## 4.3

# Resource Conservation

We integrate resource conservation into our core operational strategy to enhance environmental performance. Through process optimization and technological upgrades, we improve efficiency in water usage, production materials, and administrative resources. By streamlining workflows, we consistently reduce our environmental footprint and advance sustainable operations.

## Water Management

Water is essential for our research and manufacturing activities and the well-being of the communities and environment. We prioritize sustainable water use and conservation across all our operations. To mitigate potential supply disruptions due to water risks, comprehensive water risk analyses were conducted for major operating sites using the Aqueduct Water Risk Atlas tool. Informed by these risk assessments, our Nanjing Site engaged a qualified third party to perform water balance testing, which enabled us to assess and optimize our water usage. Furthermore, water stewardship was extended to construction projects, where contractors were required to submit usage plans and monitor consumption to ensure responsible use.

### Water-Saving Initiatives

#### Process and Equipment Upgrades

##### Cooling system drainage optimization

At our major operation sites, we optimized cooling water drainage through advanced process control and a precision discharge method. These enhancements collectively reduced municipal water consumption by 14,000 tons annually.

##### Ultra-pure water system upgrade

At Singapore Site, legacy purification equipment was replaced with a next-generation ultra-pure water system to minimize water consumption. This upgrade increased the raw water efficiency from 30% to over 75%, effectively reducing both freshwater usage and wastewater discharge.

#### Strain screening optimization

By re-engineering the formulas and conditions used in large-scale strain screening, our subsidiary Bestzyme boosted R&D project throughput by 3.8 times. This strategic optimization requires 80% less water.

### Water Resource Circularity

#### HVAC condensate recovery

Municipal water is typically used to cool high-temperature steam condensate prior to discharge. To reduce freshwater use, our Zhenjiang Site redirected its piping system to utilize chilled HVAC condensate as the cooling water source, saving approximately 1,800 tons of water annually during the summer season.

Across several major operational sites, chilled HVAC condensate was redirected to cooling towers as make-up water to replace freshwater. By leveraging the lower temperature of condensate, this initiative improved cooling efficiency and reduced freshwater consumption by approximately 14,700 tons per year.

# Production Resource Management

We have strengthened resource management through a dual approach of internal optimization and external collaboration. Internally, we focus on optimizing raw material usage, packaging materials, and consumables. Externally, we are committed to enhancing resource utilization across our value chain. These initiatives enable us to maximize resource efficiency and improve operational excellence.

## Internal Management

Guided by our *Material Planning Management Regulations*, we implement a systematic raw material control system to eliminate waste and redundancy. Our operations prioritize resource efficiency by optimizing raw material usage, managing packaging and consumable materials, and enhancing production efficiency.

### Process Optimization for Resource Efficiency

Fragment ligation based gRNA synthesis	GenGenius amplification process optimization
We developed a gRNA synthesis process based on fragment ligation that successfully scaled up batch production and optimized the gRNA ligase to enhance its efficiency. These measures together reduced the usage of organic reagents by 58%, substantially optimizing resource efficiency.	To enhance the efficiency of our GenGenius intelligent manufacturing platform, we have optimized our process for amplification at a low volume. By downsizing the reaction volume from 20 $\mu$ L to 10 $\mu$ L, we cut down reagent and consumable consumption by 50%, with a 98% amplification success rate and more stable splicing quality.

### Automation and Continuous Manufacturing

High-throughput LNP manufacturing platform	Continuous perfusion technology
We have implemented an automated lipid nanoparticle (LNP) formulation system to replace manual processing, increasing production throughput and reducing single-use chip consumption by 40%.	We have upgraded cell culture operations from traditional shake flasks culture to a continuous perfusion process, reducing the use of single-use consumables by 80%.
High-throughput testing platform	Tandem chromatography process
We have established a fully automated testing platform for enzyme products, which can increase testing throughput by 4–5 times and reduce annual chemical reagent consumption by 80%–90%.	We have developed an AC–SEC chromatography tandem process that eliminates intermediate buffer exchange steps, reducing chemical reagent use by approximately 3,000 liters per year.

## Reduction of Single-Use Materials

### Lentiviral vector process lean optimization

We have optimized the lentiviral vector production process by streamlining processing steps, which can save 200L of culture media per year and reduce the use of single-use plastic consumables by 25%.

### Integrated dispensing system

We have deployed an integrated automated QC dispensing system to consolidate production processes. In the reagent dispensing step, a single tip row is used for entire plate loading, which reduces the consumption of plastic consumables by over 90%.

### Next-generation colony picking system

We developed a next-generation colony picking system that uses innovative materials, reducing plastic tip consumption by over 2.1 tons annually.

## Packaging Material Consumption Indicators

Indicators	Unit	2025
Packaging material consumption	tons	2,425.15
Packaging material consumption intensity	tons/US\$10,000	0.03
Packaging material savings	tons	12.77

## External Management

We support customers in improving resource efficiency and reducing environmental impacts by continuously upgrading products, processes, and packaging solutions. Through targeted innovation, we help customers lower chemical consumption, optimize production processes, and advance more sustainable operations.

## Optimizing Value Chain Resource Usage

### Sustainable amylase solution

Our acid-resistant amylase LiqFINE® BAA series are highly efficient for starch liquefaction, offering excellent heat resistance and robust performance at low pH levels. This solution significantly reduces the need for pH adjustments, cutting chemical consumption by approximately 75%, while supporting high-gravity fermentation and improving ethanol yield.

### Recyclable packaging

In 2025, we expanded the adoption of 100% recyclable paper-based boxes, reducing plastic usage by 82%. This initiative helps streamline downstream waste disposal and lowers the environmental impact associated with product packaging.

## Office Resource Optimization

We practice circular economy principles in the office. By promoting paperless office initiatives and resource-sharing programs, we maximize resource value and reduce waste, while fostering a high-efficiency, low-carbon working environment.

Paperless system	<ul style="list-style-type: none"> <li>• Developing a visualized ERP system to monitor quality system operations, enabling electronic certificate of analysis (COA) generation and reducing paper records by 20%.</li> <li>• Launching a unified digital travel platform to enable automated itinerary synchronization and centralized billing, eliminating the need for paper tax receipts.</li> <li>• Implementing an electronic archiving system to enable a fully digital reimbursement workflow, reducing annual paper waste by approximately 0.8 tons.</li> </ul>
Reusable cup incentive program	<ul style="list-style-type: none"> <li>• Promoting reusable cup use through a complimentary beverage incentive, engaging 300 participants and effectively reducing single-use plastic waste.</li> </ul>
Shared desks	<ul style="list-style-type: none"> <li>• Allowing employees with temporary or mobile work needs to share desks, minimizing additional furniture requirements.</li> </ul>

4.4

# Pollutant Control

To reduce our environmental footprint, we have implemented stringent pollution controls throughout our production processes, including improvements to waste source reduction, upgrades to wastewater treatment, and enhanced monitoring of air emissions.

## Wastewater Management

Our wastewater is primarily generated from laboratory processes, production cleaning, animal facility maintenance, and domestic sewage. Key pollutants, including Chemical Oxygen Demand (COD) and Ammonia Nitrogen, are managed through dedicated on-site treatment systems. Effluent is discharged into the municipal sewage network only upon meeting regulatory standards and securing valid discharge permits.

To minimize the environmental impact of our operational wastewater, we implement integrated controls spanning the entire wastewater life cycle from generation and segregation to treatment and final discharge.

Wastewater Process Flow	Key Initiatives
Generation	Optimize production processes to minimize wastewater generation at the source
Conveyance	Dedicated drainage systems in place to segregate stormwater from process effluents to prevent cross-contamination
Treatment	Upgrade wastewater treatment systems to enhance pollutant removal efficiency while reducing energy consumption
Discharge	Internal real-time monitoring of effluent quality for proactive intervention and third-party periodic testing to ensure 100% discharge compliance

### Digital drainage inspection and reinforcement

At Nanjing Site, we conducted a comprehensive closed-circuit television (CCTV) inspection of sub-surface drainage pipeline systems. By identifying and repairing defects, such as fractures and joint leakages, we reinforced infrastructure reliability and mitigated risks of soil and groundwater contamination.

### Anaerobic wastewater treatment technology upgrade

At Jinan Site, we implemented a new Internal Circulation (IC) anaerobic reactor for wastewater treatment, optimizing mass transfer and system stability under high organic loads. While reaching a COD removal rate of over 85%, this upgrade delivered annual energy savings of over 514 MWh and a 46% reduction in sludge production, significantly improving wastewater treatment efficiency.

# Air Emissions Management

We maintain a systematic approach to monitor, control, and reduce exhaust gas emissions from our operations in compliance with applicable regulatory requirements and internal policies. Our Operation and Maintenance Procedures for Exhaust Gas Treatment Facilities set out requirements for the routine operation, inspection, and maintenance of treatment equipment.

We have deployed a real-time online monitoring system for key air pollutants, including Non-Methane Hydrocarbons (NMHC). This system provides 24/7 tracking and early warnings, enabling proactive intervention to keep air emissions stable at a compliance level.

With this management framework, we have implemented emissions reduction measures to improve air emissions performance.

## Transition to municipal steam

At Zhenjiang Site, we replaced on-site natural gas boilers with municipal steam to capitalize on centralized energy efficiency. This strategic shift in 2025 resulted in a reduction of 6,600 tons in GHG, alongside substantial decreases in air pollutants, including 6.41 tons of NOx, 0.06 tons of SO<sub>2</sub> and 0.31 tons of Particulate Matter (PM).

# Waste Management

We uphold all applicable waste management laws and regulations across our global operations. We implement waste life cycle management spanning generation, storage, and final disposal to ensure rigorous oversight at every stage.

In 2025, we refined the *Solid Waste Management Procedures*, standardizing the procedures for waste handling and disposal to prevent mishandling at the source and ensure secure, traceable transfer of all waste streams.

Waste Process Flow		Key Initiatives
Generation	Source reduction	We promote source reduction by substituting hazardous chemicals with less hazardous alternatives and optimizing processes to minimize consumption. This approach reduces the total volume and inherent toxicity of waste generated.
Storage	Physical containment	We utilize leak-proof pallets, floor trenches, and containment sumps in hazardous waste warehouses to contain accidental spills and prevent soil or groundwater contamination.
	Digital monitoring	We utilize a digital platform integrated with video surveillance to achieve life cycle traceability for all waste streams and real-time monitoring of hazardous waste storage.
	Emergency response drills	We conduct regular emergency response drills for waste leakage and fire incidents to refine our contingency plans and enhance the response capabilities of our staff.
Disposal	Compliance and resource recovery	We engage qualified third parties for compliant waste treatment, while driving the transition from disposal to resource recovery to enhance circularity.

To ensure third parties comply with regulatory requirements and our internal standards, we implement a rigorous oversight program. In 2025, we conducted on-site audits of our waste service providers and verified their licensing validity and logistics integrity. This process ensures waste is managed within approved frameworks with no unauthorized transboundary movement.

In addition to downstream oversight, we apply “reduce, reuse, and recycle” principles to minimize waste at the source and enhance resource circularity.

## Reduce

### PFAS-free peptide production

To mitigate the environmental persistence and bioaccumulation risks of PFAS, we developed a PFAS-free peptide production process, which can eliminate the use of high-risk fluorine-containing reagents throughout the manufacturing process, effectively reducing long-term environmental impact.

### TurboCHO platform upgrade

We optimized the cell line and expression process of our TurboCHO platform, increasing average expression levels by 150% and reducing wastewater and waste discharge by over 50%.

### Fermentation residue dehydration

At Jinan Site, we implemented an enclosed high-temperature dehydration system for fermentation residue, which effectively mitigates biosafety risks and leads to an annual waste reduction of 40% by weight.

### Packaging optimization

At Nanjing Site, we upgraded liquid hazardous waste packaging methods, significantly improving turnover efficiency and reducing annual packaging waste by 25 tons.

## Reuse

### Chromatography resin reuse

Through process upgrades and rigorous validation, we transitioned from single-use to multi-use chromatography columns, which allows columns and resins to be reused for multiple cycles, cutting annual alkaline solution usage by 90% and significantly reducing resin waste.

### Office furniture recycling

We leverage an internal furniture recycling platform to extend asset life cycle. In 2025, approximately 200 furniture items were recycled, effectively diverting them from the waste stream.

## Recycle

### Waste sorting and recycling

We have established a recycling system with designated collection bins for recyclables, such as paper, cardboard, plastics, and metals, to optimize waste segregation and enhance resource recovery efficiency.

# 05

## Contributing to Communities

As a global biotech company, we believe that long-term value creation is not only defined by innovation and growth, but also by supporting the communities that enable our progress. We are committed to being a responsible and trusted partner, investing in social well-being and addressing shared challenges. Our commitment to communities remains at the heart of our purpose as we work together toward a healthier, more sustainable future for all.



### Contributing to the UN SDGs



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## 5.1

# Charitable Initiatives

To create sustainable, positive impacts that reach far beyond our business, we advance charitable initiatives aligned with our mission and core values. Our efforts focus on health, education, environment and community support, by leveraging both financial support and employee volunteer services.

## GenScript Volunteer Program

In 2024, we launched our GenTeer (GenScript Volunteer) program, a global volunteer platform, along with the target of 1,000 service hours. We exceeded this target in just four months, reaching over 1,400 volunteer hours by the end of 2024. Building on this momentum, we set our 2025 target to engage 1,000 volunteer participants.

In 2025, our initiatives spanned various causes from health support and science outreach to community service, and environmental protection. As a result, we recorded 1,268 participants and 4,389 service hours throughout the year. Our global team members turn care into collective impact and make volunteerism an integral part of our shared culture.

### Volunteer Services

#### Health Support



#### Caring for Butterfly Children

Upholding tech for good, we strive to uplift the rare disease community and support their health and quality of life. In 2025, supported by our GenTeer program, we launched a charity campaign during the Nanjing Universities 100K Relay 2025 to raise awareness for patients with Epidermolysis Bullosa (EB), known as “Butterfly Children”. By combining a charity run and social media promotion, GenScript donated to DEBRA Shanghai for each kilometer completed and social buzz, turning every step into care for EB patients.

Additionally, we organized a special charity challenge for fresh graduate employees. Over 100 employees completed challenges, contributing a donation to DEBRA for EB patients. This strengthened their sense of purpose, while instilling our corporate values in the next generation of talents.



### "Make-A-Wish" Program

As a special anniversary initiative for our GenTeer program, we launched a "Make-A-Wish" program. Through charitable organizations, we collected wishes from disadvantaged groups, including people with disabilities, patients with rare disease, and left-behind children in underprivileged regions. Our employees worldwide stepped forward to turn these wishes into reality, and 79 wishes have been fulfilled.



### Breast Cancer Awareness Month 2025

Standing with communities in the fight against breast cancer, we partnered with the American Cancer Society to sponsor Making Strides Against Breast Cancer walks in New Jersey, the nation's largest breast cancer initiative dedicated to raising awareness. Our team members participated in the walk, showing visible support by wearing custom pink T-shirts and raising money with a matched donation from the Company. Through this partnership, we helped promote breast cancer awareness and deliver patient resources in support of community-based health initiatives.



### Science Outreach

To drive sustainable social impact, we leverage our expertise in biotechnology, integrating corporate resources into real-world solutions for social challenges. In 2025, we delivered over 15 engaging biology education sessions worldwide, from schools to local communities, offering young people and the public accessible, inspiring scientific knowledge. These outreach initiatives enhance public science awareness and foster enthusiasm for science.



We hosted Biology Open Day events across four sites, engaging nearly 600 employees' children. Through interactive lab tours, educational lectures, and hands-on experiments, the events sparked interest and curiosity in life sciences among the younger generation and reinforced our family-friendly workplace culture.

## Community Service



All in for Autism 5K Run



Across Seattle, Nanjing and Zhenjiang sites, we supported autism communities through outdoor outreach and a charity run, fostering inclusion and care.

## Environmental Protection



In Seattle, we partnered with the Evergreen Mountain Bike Alliance on National CleanUp Day to perform bike trail cleanup, brushing, and light maintenance work.



Material Donation Drive



In Singapore, we launched a material donation drive alongside welfare centers, delivering stationery, clothing, and daily necessities to over 300 underprivileged children.



In Nanjing, volunteers along with their children cleaned garbage for Fangshan Mountain trails.



Hopelink Backpack Prep



In Seattle, we volunteered at a Hopelink center to prepare backpacks with school supplies, supporting underprivileged children for the new school year.



In Zhenjiang, volunteers cleaned litter for Nanshan Mountain trails, which mobilized passersby to join the cleanup.

## 5.2

# Accelerating Industry Development

At GenScript, we believe accelerating industry development is an important way to create value beyond our own operations. By supporting scientific exchange, enabling research, engaging with startup ecosystems, and investing in future innovators, we help strengthen the broader biotechnology landscape and promote more responsible, inclusive, and scalable innovation.

## Industry Collaboration

Partnerships power the innovation that shapes the future of global healthcare. In 2025, we collaborated closely with industry partners to explore innovative technologies and key trends. Through shared vision and collective expertise, we deliver scalable, high-impact innovation, accelerating the development of solutions that improve health and well-being worldwide.

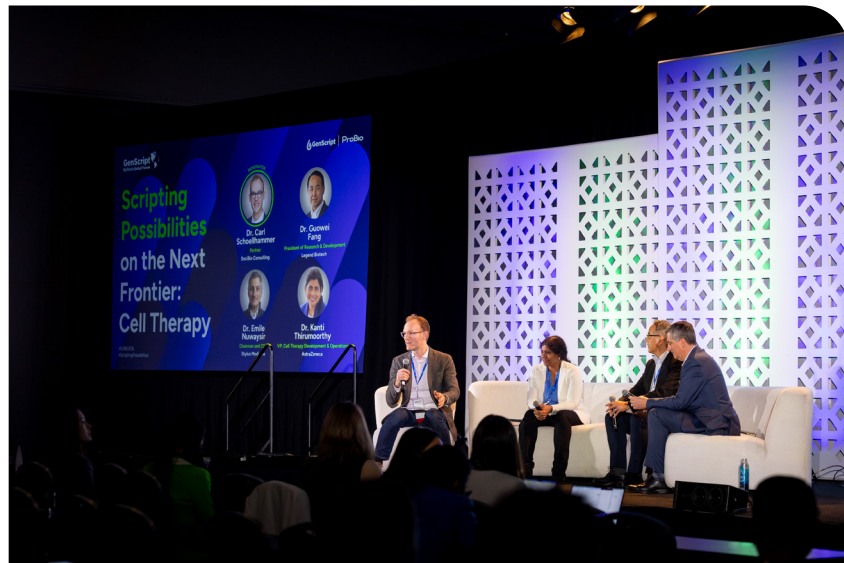
### Industry Dialogue and Knowledge Exchange

GenScript Biotech Global Forum has become a convening platform to push the boundaries of the global biotech ecosystem. We connect global expertise and foster collaboration among academia, industry, regulators, investors, and ecosystem partners, addressing critical challenges and advancing CGT for patients worldwide.

GenScript's 2025 London Global Forum brought together nearly 400 participants for deep dives into pivotal CGT topics, including ex vivo to in vivo therapy shift, strategies to overcome CMC challenges, and capital and collaboration trends. Nobel Laureate Dr. Craig Mello, CAR-T pioneer Dr. Carl June, and Dr. Miguel Forte, President and Board Chair of the International Society for Cell & Gene Therapy (ISCT), delivered keynote speeches, sharing the latest advancements and insights into CGT from scientific, industrial, and clinical perspectives. The forum serves as a catalyst for advancing CGT development and patient-centric innovation worldwide.



During the 2026 J.P. Morgan Healthcare Conference, GenScript continued to convene global stakeholders through the GenScript Biotech Global Forum in San Francisco. Global scientists, innovators, investors and decision-makers discussed how transformative advancements, computational revolutions, and emerging technologies are redefining CGT and next generation of biotherapeutics. Nobel laureate Dr. David Baker and Dr. Eric Horvitz, Chief Scientific Officer at Microsoft shared insights into AI and computational protein design. The panel sessions explored the next frontier of cell therapy, AI-enabled drug discovery, and trust and governance behind AI applications. The forum injected new momentum into the sustained innovation and growth of CGT.



GenScript empowers researchers across pharmaceutical companies, biotechnology firms, platforms and expertise – from discovery to development and manufacturing through our life science and CRDMO business. We are confidently expanding our role in the industry to turn bold scientific ideas into real therapeutic impact and to accelerate the delivery of these innovations to patients worldwide.



### GenScript Life Science Research Grant Program 2025

GenScript continued the Life Science Research Grant Program to catalyze innovation across key life science fields, including CGT development, antibody drug discovery, AI-driven drug discovery, vaccine development, and diagnostics advancement. The program provides researchers with critical funding and access to advanced technologies, enabling them to accelerate research and drive meaningful scientific breakthroughs.



In 2025, the program attracted over 1,000 applications from 93 countries and regions worldwide, and awarded 82 grants, cumulatively amounting to over US\$3.1 million in funding to researchers globally, underscoring our growing contribution to scientific innovation.

Beyond the Life Science Research Grant Program, GenScript also supported early-stage innovation through partnerships with academic and biotech ecosystem platforms. In 2025, GenScript provided in-kind research services valued at \$46,000 through Yale Life Science PitchFest, helping awardees advance promising translational research. We also engaged with startup communities through organizations such as LabCentral and BioLabs, contributing to broader connections among founders, researchers, and industry partners that help accelerate the path from discovery to application.



### Supporting Synthetic Biology Innovation Through iGEM



GenScript continued its long-standing partnership with the iGEM competition, a global program that supports synthetic biology education and innovation. As a Partner Plus Sponsor of the 2025 iGEM competition, GenScript provided financial and in-kind support, including global kit distribution and gene fragment support for participating teams. These efforts helped improve access to essential biological materials and tools, lowering barriers to participation for student innovators worldwide. Through this partnership, GenScript

supported more than 100 iGEM teams in 2025 and contributed to a broader global synthetic biology community that included more than 400 teams and 4,600 participants at the Grand Jamboree.

# List of Laws and Regulations

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Chapter	Laws and Regulations
Improving Governance	<ul style="list-style-type: none"><li>U.S. Foreign Corrupt Practices Act</li><li>U.S. Federal Trade Commission Act</li><li>UK Bribery Act 2010</li><li>Anti-Unfair Competition Law of the People's Republic of China</li><li>Anti-Monopoly Law of the People's Republic of China</li><li>Company Law of the People's Republic of China</li><li>Criminal Law of the People's Republic of China</li></ul>
Enabling Our Clients	<ul style="list-style-type: none"><li>EU Guidelines for Good Manufacturing Practice</li><li>EU General Data Protection Regulation</li><li>UK Data Protection Act 2018</li><li>U.S. FDA 21 CFR Part 211</li><li>U.S. Animal Welfare Act</li><li>U.S. Guide for the Care and Use of Laboratory Animals</li><li>AVMA Guidelines on Euthanasia: 2020 Edition</li><li>U.S. Health Research Extension Act</li><li>U.S. Title 35 of the United States Code – Patents</li><li>U.S. Data Protection Act</li><li>U.S. 15 U.S. Code Chapter 22 – Trademarks</li><li>Good Manufacturing Practice for Drugs (2010 Revision)</li></ul>

**Chapter****Laws and Regulations**

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**Enabling Our Clients**

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Good Pharmacovigilance Practice  
Good Clinical Practice  
Biosafety Law of the People's Republic of China  
Regulations on the Administration of Laboratory Animals  
Regulations of the People's Republic of China on the Administration of Human Genetic Resources  
Patent Law of the People's Republic of China  
Trademark Law of the People's Republic of China  
Copyright Law of the People's Republic of China  
Hong Kong Patents Ordinance of 27 June 1997  
Hong Kong Trade Marks Ordinance Cap. 559  
Civil Code of the People's Republic of China  
Cyber Security Law of the People's Republic of China  
Data Security Law of the People's Republic of China  
Personal Information Protection Law of the People's Republic of China

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**Empowering Our Employees**

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U.S. Equal Employment Opportunity Commission  
U.S. Fair Labor Standards Act  
U.S. Employee Rights for Workers with Disabilities Paid at Special Minimum Wages  
U.S. Pay Transparency Nondiscrimination Provision  
Singapore Tripartite Guidelines on Fair Employment Practices  
European Labour Law  
Labor Law of the People's Republic of China  
Labor Contract Law of the People's Republic of China  
Law of the People's Republic of China on the Protection of Minors  
Law of the People's Republic of China on the Prevention and Control of Occupational Diseases  
Trade Union Law of the People's Republic of China

**Chapter****Laws and Regulations**

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Preserving Our Environment

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U.S. Clean Air Act

U.S. Solid Waste Disposal Act

U.S. Clean Water Act

U.S. Energy Policy Act of 2005

Law of the People's Republic of China on Environmental Protection

Law of the People's Republic of China on Energy Conservation

Law of the People's Republic of China on the Prevention and Control of Water Pollution

Law of the People's Republic of China on the Prevention and Control of Air Pollution

Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes

"1+N" Policy Framework for Carbon Peak and Carbon Neutrality

Law of the People's Republic of China on the Prevention and Control of Soil Pollution

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# ESG Key Performance Indicators

## Social Indicators

Indicators		Unit	2024	2025
<b>Employment</b>				
Total number of employees		/	5,568	6,165
By employment type	Full-time	/	5,566	6,158
	Part-time	/	2	7
By gender	Male	/	2,311	2,546
	Female	/	3,257	3,619
By age	Under 31	/	2,955	3,154
	31-50	/	2,492	2,891
	Over 50	/	121	120
By region	Asia	/	5,062	5,522
	Americas	/	435	538
	Europe and others	/	71	105

Indicators		Unit	2024	2025
By job level	Senior management level	/	194	210
	Middle management level	/	219	215
	Primary management level	/	321	339
	Non-management level	/	4,834	5,401
<b>Total number of new employees</b>		/	965	1,094
By gender	Male	/	437	476
	Female	/	528	618
By age	Under 31	/	665	742
	31-50	/	281	334
	Over 50	/	19	18
Number of open positions filled by internal candidates		/	505	557
Percentage of open positions filled by internal candidates		%	34.35	33.74
Average years employed by the company for female employees		Year	4	3.92
Average years employed by the company for male employees		Year	4.34	4.20

Indicators		Unit	2024	2025
<b>Voluntary turnover</b>		%	8.67	8.91
By gender	Male	%	9.22	8.68
	Female	%	8.29	9.06
By age	Under 31	%	10.86	11.79
	31-50	%	5.98	5.74
	Over 50	%	10.74	9.17
By region	Asia	%	7.92	8.08
	Americas	%	15.63	17.10
	Europe and others	%	19.72	10.48
By job level	Senior management level	%	7.22	7.62
	Middle management level	%	6.85	6.05
	Primary management level	%	2.80	3.54
	Non-management level	%	9.21	9.41

Indicators		Unit	2024	2025
<b>Employee engagement</b>				
Employee satisfaction survey	Percentage of the workforce across all locations who are covered by employee satisfaction survey	%	100	100
	Employee satisfaction target	%	100	100
	Employee satisfaction	%	90.2	91.6
<b>Health and safety</b>				
Lost days due to work injury		Days	330	203
Percentage of manufacturing sites covered by health and safety risk assessments		%	100	100
Number of health and safety training sessions		/	673	152
Number of employees trained on health and safety		/	5,568	6,165
Percentage of employees trained on health and safety		%	100	100
Total health and safety training hours		Hour	132,475	135,660
Lost time injury frequency incident rate (LTIFR) for direct workforce		Per 200,000 hours	0.34	0.33
Lost time injury severity rate (LTISR) for direct workforce		Per 200,000 hours	7.05	4.24
Total working hours		Hour	9,365,139.47	9,581,243.52
Percentage of employees across all locations covered by the Work Safety Committee		%	100	100

Indicators		Unit	2024	2025
<b>Development and training</b>				
Number of employees trained		/	5,568	6,165
Percentage of employees trained		%	100	100
By gender	Male	%	41.5	41.0
	Female	%	58.5	58.7
By job level	Senior management level	%	3.5	3.4
	Middle management level	%	3.9	3.5
	Primary management level	%	5.8	5.5
	Non-management level	%	86.8	87.8
Total training hours of employees		Hour	170,349	200,817
Average training hours per employee		Hour	30.59	32.57
By gender	Male	Hour	28.90	29.14
	Female	Hour	31.80	34.99
By job level	Senior management level	Hour	30.79	34.96
	Middle management level	Hour	30.90	46.37
	Primary management level	Hour	38.04	52.08
	Non-management level	Hour	30.08	30.71

Indicators	Unit	2024	2025
Training spending	US\$	562,340	820,536
Number of career development training sessions	/	204	196
Percentage of employees who have received performance and career development reviews	%	100	100
Percentage of employees who received multidimensional performance appraisal	%	100	100
Number of child or forced labor inspections	/	155	182
<b>Labor standards</b>			
Number of incidents of child or forced labor	/	0	0
Total number of employees covered by formal collective agreements on working conditions	/	5,568	6,165
Percentage of employees across all locations covered by formal collective agreements on working conditions	%	100	100
Percentage of employees across all locations covered by formally-elected employee representatives	%	100	100
<b>Diversity, equality and inclusion</b>			
Percentage of women employed	%	58.49	58.70
Percentage of women within the organization's board	%	8.33	10
Percentage of women in managerial positions	%	47.96	49.61

Indicators	Unit	2024	2025
Percentage of women in junior management positions	%	54.52	55.16
Percentage of women in middle-level management positions	%	42.47	46.98
Percentage of women in top executive positions	%	43.30	43.33
Percentage of women in STEM-related positions (as % of total STEM positions)	%	56.11	56.85
Percentage of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	%	47.05	60.20
Number of employees from a minority group	/	161	163
Percentage of employees from a minority group	%	2.89	2.64
Total number of employees from a vulnerable group	/	123	135
Percentage of employees from a vulnerable group	%	2.20	2.19
Percentage of employees from a minority and/or vulnerable group	%	4.97	4.83
Number of employees from a minority group at top management level (excluding Board members)	/	9	9
Percentage of employees from a minority group at top management level (excluding Board members)	%	4.64	4.29
Number of employees from a vulnerable group at top management level (excluding Board members)	/	23	27
Percentage of employees from a vulnerable group at top management level (excluding Board members)	%	11.86	12.86
Length of paid parental leave for the primary caregiver in excess of the minimum legal requirement	Week	32	32
Length of paid parental leave for the non-primary caregiver in excess of the minimum legal requirement	Week	0	0
Length of paid family or care leave beyond parental leave	Week	2	2

Indicators	Unit	2024	2025
Percentage of employees across all locations trained on diversity, discrimination and/or harassment	%	100	100
Number of operational sites that have been subject to human rights reviews or human rights impact assessments	/	16	16
Percentage of operational sites assessed for human rights impact or risks	%	100	100
Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC	%	6	6
<b>Supply chain management</b>			
Total number of suppliers	/	2,000	2,755
Number of suppliers in Asia	/	1,728	2,405
Number of suppliers in Europe	/	90	13
Number of suppliers in Americas	/	182	337
<b>Evaluation and development of strategically significant suppliers</b>			
Total number of Tier-1 suppliers	/	1,645	2,178
Total number of significant suppliers in Tier-1	/	93	288
Total number of significant suppliers assessed via desk assessments/on-site assessments	/	93	288
Number of suppliers assessed with substantial actual/potential negative impacts	/	15	2
Total number of suppliers in capacity building programs	/	93	288
Percentage of unique significant suppliers in capacity building programs	%	100	100

Indicators	Unit	2024	2025
<b>Sustainable procurement<sup>7</sup></b>			
Percentage of targeted suppliers that have signed the <i>Supplier Code of Conduct</i>	%	100	100
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights	%	82	100
Percentage of targeted suppliers assessed on CSR	%	100	100
Percentage of targeted suppliers that have gone through a CSR on-site audit	%	67	68
Percentage of buyers trained on sustainable procurement	%	100	100
Percentage of audited suppliers engaged in corrective actions	%	54	70
Percentage of suppliers for which information regarding conflict minerals is available	%	100	100
Percentage of palm and/or palm-based products traceable to plantation	%	<0.1	<0.1
Percentage of certified palm and/or palm-based products	%	100	100
<b>Product responsibility</b>			
Percentage of product recalls due to safety or health incidents occurred	%	0	0
Total number of products recovered due to product discontinuation	/	0	0
Number of client health and safety incidents	/	0	0
Number of recalled products subject to harmless disposal	/	0	0
Percentage of recalled products subject to harmless disposal	%	0	0
Number of collected and recycled waste products	/	0	0
Number of inspections conducted to reduce consumer health and safety risks	/	248	253

<sup>7</sup>The data collection methodology and scope for specific indicators are subject to adjustments based on ongoing management practices and reporting requirements. All adjustments have been consistently applied to data presented in the main body of this report and are not separately elaborated.

Indicators	Unit	2024	2025
<b>Business ethics and anti-corruption</b>			
Number of reports related to business ethics	/	12	10
Average training hours of Board members on anti-corruption	Hour	2.0	0.5
Average training hours of employees on anti-corruption	Hour	1.0	0.5
Percentage of Board members trained on anti-corruption	%	100	100
Percentage of employees trained on anti-corruption	%	100	100
Number of participants in anti-corruption training (including Board members and employees)	Number	6,378	6,165
Percentage of locations covered by internal audits/risk assessments on business ethics issues	%	100	100
Number of recognized information security incidents	/	7	6
Percentage of operational sites certified to ISO 27001 Information Security Management System	%	100	100
Number of discrimination and harassment incidents	/	0	0
Number of breaches related to conflicts of interest	/	0	0
Number of breaches related to money laundering or insider trading	/	0	0
Number of breaches related to customer privacy and data protection requirements	/	0	0
Total number of locations that have conducted internal audits/risk assessments on business ethics issues	/	16	16
Percentage of risky trading partners covered by a due diligence process on corruption or information security	%	0	0
<b>Community investment</b>			
Charitable contributions	US\$	352,763	47,000

## Environmental Indicators

Indicators		Unit	2024	2025
<b>Emissions</b>				
Exhaust gas <sup>8</sup>	NOx emissions	kg	9,032.47	1,075.68
	SOx emissions	kg	2,232.65	1,281.60
	Particulate matter emissions	kg	2,471.55	1,261.44
	VOC emissions	kg	5,289.11	2,032.42
Total weight of air pollutants		tons	19.03	5.65
Wastewater	Total discharge of wastewater	tons	776,112.86	898,272.58
	COD emissions	tons	32.49	37.13
	Ammonia nitrogen emissions	tons	1.37	1.09

<sup>8</sup> We switched to municipal steam to replace our on-site boilers, reducing exhaust and Scope 1 emissions.

Indicators		Unit	2024	2025	
<b>GHG emissions and intensity</b>					
GHG emissions	Scope 1 emissions <sup>9</sup>	tCO <sub>2</sub> e	39,376.80	19,520.21	
	Scope 2 emissions - market-based	tCO <sub>2</sub> e	114,034.82	128,855.00	
	Scope 2 emissions - location-based	tCO <sub>2</sub> e	112,287.37	117,583.84	
	Total emissions (Scope 1 + Scope 2) - market-based	tCO <sub>2</sub> e	153,411.61	148,375.21	
	Total emissions (Scope 1 + Scope 2) - location-based	tCO <sub>2</sub> e	151,664.16	137,104.05	
	Emissions intensity (Scope 1 + Scope 2) - market-based	tCO <sub>2</sub> e/US\$10,00	2.58	1.55	
	Emissions intensity (Scope 1 + Scope 2) - location-based	tCO <sub>2</sub> e/US\$10,00	2.55	1.43	
	Scope 3 emissions - market-based	tCO <sub>2</sub> e	387,028.00	424,238.71	
	Scope 3 emissions - location-based	tCO <sub>2</sub> e	387,589.81	424,232.40	
	Scope 3 categories - location-based				
	C1: Purchased goods and services	tCO <sub>2</sub> e	286,597.07	266,377.75	
	C2: Capital goods	tCO <sub>2</sub> e	8,063.23	10,590.09	
	C3: Fuel- and energy-related activities	tCO <sub>2</sub> e	13,447.63	25,387.38	
	C4: Upstream transportation and distribution	tCO <sub>2</sub> e	7,215.09	6,838.56	
	C5: Waste generated in operations	tCO <sub>2</sub> e	11,027.85	13,115.25	
C6: Business travel	tCO <sub>2</sub> e	3,027.58	2,107.53		
C7: Employee commuting	tCO <sub>2</sub> e	6,759.88	6,443.24		

<sup>9</sup> We switched to municipal steam to replace our on-site boilers, reducing exhaust and Scope 1 emissions.

Indicators		Unit	2024	2025
GHG emissions	C8: Upstream leased assets	tCO <sub>2</sub> e	141.67	45.17
	C9: Downstream transportation and distribution	tCO <sub>2</sub> e	931.66	445.83
	C10: Processing of sold products	tCO <sub>2</sub> e	48,812.34	91,472.09
	C11: Use of sold products	tCO <sub>2</sub> e	1,493.89	1,162.76
	C12: End-of-life treatment of sold products	tCO <sub>2</sub> e	1.02	1.44
	C13: Downstream leased assets	tCO <sub>2</sub> e	68.17	242.57
	C14: Franchises <sup>10</sup>	tCO <sub>2</sub> e	/	/
	C15: Investments	tCO <sub>2</sub> e	2.73	2.75
<b>Total waste generated and intensity</b>				
Total non-hazardous waste generated		tons	11,174.35	11,010.42
Intensity of non-hazardous waste generated		tons/US\$10,000	0.19	0.11
Total non-hazardous waste recycled		tons	9,692.84	9,707.40
Total non-hazardous waste disposed		tons	1,481.51	1,303.02
Total non-hazardous waste incinerated		tons	1,481.51	1,259.02
Total non-hazardous waste landfilled		tons	0	44.00
Total hazardous waste generated		tons	3,719.18	4,586.25
Intensity of hazardous waste generated		tons/US\$10,000	0.06	0.05
Total hazardous waste recycled		tons	1,588.34	1,953.03

<sup>10</sup> No franchised business was involved.

Indicators	Unit	2024	2025	
Total hazardous waste disposed	tons	2,130.84	2,633.22	
Total hazardous waste incinerated	tons	2,075.68	2,633.07	
Total hazardous waste landfilled <sup>11</sup>	tons	55.16	0.15	
Percentage of total waste from company operations diverted from landfills	%	100	100	
Consumption of hazardous chemicals	tons	/	2,244.41	
<b>Use of Resources</b>				
Direct and indirect energy consumption and intensity				
Direct energy	Non-renewable - Natural gas	m <sup>3</sup>	1,781,149.88	2,094,882.24
	Non-renewable - Diesel fuel	tons	35.92	34.83
	Non-renewable - Gasoline <sup>12</sup>	tons	54.07	19.82
	Renewable - Solar thermal energy	tons	900.00	944.00
	Renewable - Solar photovoltaic power generation	kWh	0	632,403.00
	Direct energy consumption	tons of coal equivalent	2,575.30	3,024.66
	Direct energy consumption intensity	tons of coal equivalent/US\$10,000	0.04	0.03

<sup>11</sup> The reduction in hazardous waste landfilled was primarily driven from the structural optimization of our waste disposal processes.

<sup>12</sup> Gasoline savings primarily resulted from the adoption of electric vehicles and optimized vehicle fleet scheduling.

Indicators		Unit	2024	2025
Indirect energy	Purchased steam	tons	118,115.78	128,270.23
	Purchased electricity - green electricity <sup>13</sup>	kWh	9,000,000.00	/
	Purchased electricity - excluding green electricity	kWh	134,221,454.74	148,284,811.46
	Total indirect energy consumption	tons of coal equivalent	32,791.61	34,719.75
	Indirect energy consumption intensity	tons of coal equivalent/US\$10,000	0.55	0.36
Total energy consumption	Total energy consumption	tons of coal equivalent	35,366.90	37,744.41
	Total energy consumption intensity	tons of coal equivalent/US\$10,000	0.59	0.39
Renewable energy consumption		kWh	9,627,030.00	1,290,087.80
Percentage of total energy consumption from renewable sources		%	3.35	0.42
<b>Water consumption and intensity</b>				
Total water consumption		tons	1,237,196.00	1,396,820.43
Water consumption intensity		tons/US\$10,000	20.81	14.56

<sup>13</sup> Our photovoltaic systems served as our primary renewable energy source in 2025, with no green electricity purchased externally.

Indicators		Unit	2024	2025
<b>Total packaging material used for finished products and intensity</b>				
Packaging material type	Metal	tons	215.82	228.93
	Paper	tons	66.14	91.26
	Plastic <sup>14</sup>	tons	977.65	1,833.03
Packaging material consumption		tons	1,259.61	2,425.15
Packaging material consumption intensity		tons/US\$10,000	0.02	0.03
Packaging material savings		tons	24.11	12.77
<b>Environment Management</b>				
Energy, water or other resource savings achieved as a result of frugal product design	Water savings	tons	31,214.04	32,777.00
	Energy savings <sup>15</sup>	MWh	2,853.01	7,782.07
Percentage of employees trained on environmental issues		%	100	100
Percentage of operational sites assessed on environmental risks		%	100	100
Percentage of operational sites with ISO14001 or other environmental certifications		%	31	31

<sup>14</sup> The increase in plastic consumption was driven by capacity expansion.

<sup>15</sup> The increase in energy savings was driven by process optimization, streamlined workflows, and improved yields.

# HKEX ESG Reporting Code Index

Subject Areas, Aspects, General Disclosures and KPIs	Index		
<b>A.Environmental</b>			
Aspect A1: Emissions	<p>General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>	4.4 Pollutant Control	
	KPI A1.1	The types of emissions and respective emissions data.	4.4 Pollutant Control
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	4.4 Pollutant Control
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	4.4 Pollutant Control
	KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	4.2 Environmental Management
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	4.4 Pollutant Control

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Aspect A2: Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.		4.3 Resource Conservation
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	4.3 Resource Conservation
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	4.3 Resource Conservation
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	4.1 Addressing Climate Change 4.2 Environmental Stewardship
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	4.2 Environmental Stewardship 4.3 Resource Conservation
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	4.3 Resource Conservation
Aspect A3: The Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.		4.1 Addressing Climate Change 4.2 Environmental Management
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	4.1 Addressing Climate Change 4.2 Environmental Stewardship 4.3 Resource Conservation 4.4 Pollutant Control

B.Social			
Employment and Labour Practices			
Aspect B1: Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.		3.1 Diverse and Inclusive Workplace
	KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	3.1 Diverse and Inclusive Workplace
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	3.1 Diverse and Inclusive Workplace
Aspect B2: Health and Safety	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.		3.4 Occupational Health and Safety
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	3.4 Occupational Health and Safety
	KPI B2.2	Lost days due to work injury.	ESG Key Performance Indicators
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	3.4 Occupational Health and Safety

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Aspect B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		3.2 Talent Development
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	3.2 Talent Development
	KPI B3.2	The average training hours completed per employee by gender and employee category.	3.2 Talent Development
Aspect B4: Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.		3.1 Diverse and Inclusive Workplace
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	3.1 Diverse and Inclusive Workplace
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	3.1 Diverse and Inclusive Workplace
Operating Practices			
Aspect B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.		2.3 Supply Chain Management
	KPI B5.1	Number of suppliers by geographical region.	2.3 Supply Chain Management
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2.3 Supply Chain Management
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.3 Supply Chain Management
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.3 Supply Chain Management

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Aspect B6: Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.		2.4 Service Excellence
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	ESG Key Performance Indicators
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	2.4 Service Excellence
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.2 Innovation and R&D
	KPI B6.4	Description of quality assurance process and recall procedures.	2.1 Product Responsibility
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	1.1 Corporate Governance
Aspect B7: Anti-corruption	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.		1.1 Corporate Governance
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	1.1 Corporate Governance
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	1.1 Corporate Governance
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	1.1 Corporate Governance
Community			
Aspect B8: Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.		5.1 Charitable Initiatives
	KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	5.1 Charitable Initiatives
	KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	5.1 Charitable Initiatives

D.Climate-Related Disclosures <sup>16</sup>		
(I) Governance	1. An issuer shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	
	(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	4.1 Addressing Climate Change - Governance
	(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	4.1 Addressing Climate Change - Governance
	(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	4.1 Addressing Climate Change - Governance
	(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 19 to 22), including whether and how related performance metrics are included in remuneration policies (see paragraph 17); and	4.1 Addressing Climate Change - Governance
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	
	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	4.1 Addressing Climate Change - Governance
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	4.1 Addressing Climate Change - Governance

<sup>16</sup> Going forward, we will strengthen climate-related disclosures and, in accordance with the HKEX Environmental, Social and Governance Reporting Code, regularly report on our governance structure, climate strategy, risk management measures, greenhouse gas emission metrics, and reduction targets, in order to enhance transparency and accountability.

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(II) Strategy	Climate-related risks and opportunities 2. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	4.1 Addressing Climate Change - Strategy
	(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	4.1 Addressing Climate Change - Strategy
	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	4.1 Addressing Climate Change - Strategy
	(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	4.1 Addressing Climate Change - Strategy
	Business model and value chain 3. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	
	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and	4.1 Addressing Climate Change - Strategy
	(b) a description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	4.1 Addressing Climate Change - Strategy

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(II) Strategy	<p>Strategy and decision-making</p> <p>4. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:</p>	
	<p>(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;</p>	4.1 Addressing Climate Change - Strategy
	<p>(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);</p>	4.1 Addressing Climate Change - Strategy
	<p>(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and</p>	The Company currently regards energy conservation and carbon reduction as the core strategy in addressing climate change and plans to formulate a climate transition plan in the future in alignment with its business development strategy.
	<p>(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 19 to 22; and</p>	4.1 Addressing Climate Change - Strategy 4.1 Addressing Climate Change - Risk Management
	<p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 4(a).</p>	4.1 Addressing Climate Change - Strategy 4.1 Addressing Climate Change - Risk Management
	<p>5. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 4(a).</p>	4.1 Addressing Climate Change - Strategy 4.1 Addressing Climate Change - Risk Management
	<p>Financial position, financial performance and cash flows</p> <p>Current financial effect</p> <p>6. An issuer shall disclose qualitative and quantitative information about:</p>	
<p>(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and</p>	4.1 Addressing Climate Change - Strategy	

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(II) Strategy	<p>(b) the climate-related risks and opportunities identified in paragraph 6(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.</p>	4.1 Addressing Climate Change - Strategy
	<p>Financial position, financial performance and cash flows                  Anticipated financial effect                  7. The issuer shall provide qualitative and quantitative disclosures about:                  (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:</p>	
	<p>(i) its investment and disposal plans; and</p>	4.1 Addressing Climate Change - Strategy
	<p>(ii) its planned sources of funding to implement its strategy; and</p>	4.1 Addressing Climate Change - Strategy
	<p>(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</p>	4.1 Addressing Climate Change - Strategy
	<p>Climate resilience                  8. An issuer shall disclose information that enables an understanding of the resilience of the issuer’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer’s identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer’s circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:                  (a) the issuer’s assessment of its climate resilience as at the reporting date, which shall enable an understanding of:</p>	
	<p>(i) the implications, if any, of the issuer’s assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;</p>	<p>The Company has not yet conducted climate scenario analysis; therefore, no specific disclosure on climate resilience was made during the Reporting Period. Going forward, the Company will progressively enhance relevant practices in line with regulatory requirements and actual circumstances.</p>

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(II) Strategy	(ii) the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience; and	The Company has not yet conducted climate scenario analysis; therefore, no specific disclosure on climate resilience was made during the Reporting Period. Going forward, the Company will progressively enhance relevant practices in line with regulatory requirements and actual circumstances.
	(iii) the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	
	(b) how and when the climate-related scenario analysis was carried out, including:	
	(i) information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	The Company has not yet conducted climate scenario analysis; therefore, no specific disclosure on climate resilience was made during the Reporting Period. Going forward, the Company will progressively enhance relevant practices in line with regulatory requirements and actual circumstances.
	(ii) the key assumptions the issuer made in the analysis; and	
	(iii) the reporting period in which the climate-related scenario analysis was carried out.	

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(III) Risk Management	<p>9. An issuer shall disclose information about:</p> <p>(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:</p>	
	<p>(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);</p>	<p>4.1 Addressing Climate Change -Strategy 4.1 Addressing Climate Change -Risk Management</p>
	<p>(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;</p>	<p>The Company has not yet conducted climate scenario analysis; therefore, no specific disclosure on climate resilience was made during the Reporting Period. Going forward, the Company will progressively enhance relevant practices in line with regulatory requirements and actual circumstances.</p>
	<p>(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);</p>	<p>4.1 Addressing Climate Change -Strategy 4.1 Addressing Climate Change -Risk Management</p>
	<p>(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;</p>	<p>4.1 Addressing Climate Change -Risk Management</p>
	<p>(v) how the issuer monitors climate-related risks; and</p>	<p>4.1 Addressing Climate Change -Risk Management</p>
	<p>(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;</p>	<p>Climate-related risks did not have a material impact compared to the previous reporting period; therefore, no significant adjustments were made to the climate risk monitoring processes.</p>
	<p>(b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and</p>	<p>As the Company has not yet conducted climate scenario analysis, scenario analysis has not been used to identify and assess climate-related opportunities. The Company will, based on actual circumstances, progressively enhance relevant processes to address climate-related opportunities.</p>
<p>(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.</p>	<p>4.1 Addressing Climate Change -Risk Management</p>	

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(IV) Metrics and Targets	Greenhouse gas emissions 10. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as:	ESG Key Performance Indicators
	(a) Scope 1 greenhouse gas emissions;	ESG Key Performance Indicators
	(b) Scope 2 greenhouse gas emissions; and	ESG Key Performance Indicators
	(c) Scope 3 greenhouse gas emissions.	ESG Key Performance Indicators
	11. An issuer shall: (a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	4.1 Addressing Climate Change - Metrics and Targets
	(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
	(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	4.1 Addressing Climate Change - Metrics and Targets
	(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	4.1 Addressing Climate Change - Metrics and Targets
	(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	4.1 Addressing Climate Change - Metrics and Targets
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 10(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	4.1 Addressing Climate Change - Metrics and Targets
(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 10(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	4.1 Addressing Climate Change - Metrics and Targets	

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(IV) Metrics and Targets	<p>Climate-related transition risks 12. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.</p>	<p>Climate change is not expected to have a material financial impact on the Company's business operations or asset value in the current and foreseeable future; therefore, no specific disclosure was made during the Reporting Period.</p>
	<p>Climate-related physical risks 13. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.</p>	
	<p>Climate-related opportunities 14. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.</p>	
	<p>Capital deployment 15. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.</p>	
	<p>Internal carbon prices 16. An issuer shall disclose:</p>	<p>The Company has not yet adopted an internal carbon pricing mechanism. The Company will continue to monitor relevant policies and industry practices and will assess the feasibility of introducing such a mechanism where appropriate.</p>
	<p>(a) an explanation of whether and how the issuer is applying a carbon price in decision making (for example, investment decisions, transfer pricing, and scenario analysis); and</p>	
	<p>(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;</p>	
<p>Remuneration 17. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 1(a) (iv).</p>	<p>4.1 Addressing Climate Change - Governance</p>	

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(IV) Metrics and Targets	<p>Industry-based metrics</p> <p>18. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry-based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.</p>	<p>Following a prudent assessment, the relevant industry-based metrics are currently of limited applicability to the Company; therefore, no specific disclosure has been made.</p>
	<p>Climate-related targets</p> <p>19. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:</p>	
	<p>(a) the metric used to set the target;</p>	4.1 Addressing Climate Change - Metrics and Targets
	<p>(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);</p>	4.1 Addressing Climate Change - Metrics and Targets
	<p>(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);</p>	4.1 Addressing Climate Change - Metrics and Targets
	<p>(d) the period over which the target applies;</p>	4.1 Addressing Climate Change - Metrics and Targets
	<p>(e) the base period from which progress is measured;</p>	4.1 Addressing Climate Change - Metrics and Targets
	<p>(f) milestones or interim targets (if any);</p>	4.1 Addressing Climate Change - Metrics and Targets
	<p>(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and</p>	4.1 Addressing Climate Change - Metrics and Targets
<p>(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.</p>	4.1 Addressing Climate Change - Metrics and Targets	

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(IV) Metrics and Targets	20. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
	(a) whether the target and the methodology for setting the target has been validated by a third party;	4.1 Addressing Climate Change - Metrics and Targets
	(b) the issuer's processes for reviewing the target;	4.1 Addressing Climate Change - Metrics and Targets 4.2 Environmental Stewardship
	(c) the metrics used to monitor progress towards reaching the target; and	4.1 Addressing Climate Change - Metrics and Targets 4.2 Environmental Stewardship
	(d) any revisions to the target and an explanation for those revisions.	No target revisions were made by the Company during the Reporting Period.
	21. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	4.1 Addressing Climate Change - Metrics and Targets 4.2 Environmental Stewardship
	22. For each greenhouse gas emissions target disclosed in accordance with paragraphs 19 to 21, an issuer shall disclose:	
	(a) which greenhouse gases are covered by the target;	4.1 Addressing Climate Change - Metrics and Targets
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	4.1 Addressing Climate Change - Metrics and Targets
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	4.1 Addressing Climate Change - Metrics and Targets
(d) whether the target was derived using a sectoral decarbonisation approach; and	The Company's decarbonisation targets are based on the SBTi cross-sector guidance and have been validated by the SBTi. As the Sectoral Decarbonisation Approach (SDA) applicable to the Company's industry has not yet been released, the Company has not adopted this industry-specific methodology at present.	

(IV) Metrics and Targets	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	The Company prioritises direct emissions reduction actions in its operations and value chain and is committed to achieving substantive decarbonisation through technological innovation and energy efficiency improvements. At present, carbon credit offset mechanisms outside the value chain have not been incorporated into the Company's decarbonisation target pathway.
	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	
	(ii) which third-party scheme(s) will verify or certify the carbon credits;	
	(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
	(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	
	Applicability of cross-industry metrics and industry-based metrics 23. In preparing disclosures to meet the requirements in paragraphs 3 to 8 and 19 to 20, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 10 to 17) and (ii) industry-based metrics (see paragraph 18).	Following a prudent assessment, the relevant cross-industry metrics and industry-based metrics are currently of limited applicability to the Company; therefore, no specific disclosure has been made.



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