



榮昌生物製藥(煙台)股份有限公司 RemeGen Co., Ltd.*

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

Stock Code: 9995



2025

Environmental, Social and Governance Report

* For identification purpose only

CONTENT



ABOUT THIS REPORT	2		
STATEMENT OF THE BOARD OF DIRECTORS	3		
1 ABOUT US	4		
1.1 COMPANY PROFILE	4		
1.2 ESG PERFORMANCE HIGHLIGHTS FOR THE YEAR	5		
1.3 HONORS AND AWARDS FOR THE YEAR	7		
1.4 STAKEHOLDER COMMUNICATION	7		
1.5 DETERMINATION OF DOUBLE MATERIALITY	9		
1.5.1 Identification of Material Issues	9		
1.5.2 Assessment of Impact Materiality	9		
1.5.3 Assessment of Financial Materiality	9		
1.5.4 Results of Materiality Assessment	10		
1.6 SUSTAINABLE DEVELOPMENT MANAGEMENT	11		
1.6.1 ESG Governance	11		
1.6.2 ESG Strategy	11		
1.6.3 ESG Risk Management	16		
1.6.4 ESG Indicators and Targets	17		
2 COMPLIANCE AND INTEGRITY	20		
2.1 CORPORATE GOVERNANCE	20		
2.1.1 Corporate Governance Structure	20		
2.1.2 Enhancing Board Diversity	21		
2.1.3 Risk Management	22		
2.2 INTEGRITY AND COMPLIANCE	23		
2.2.1 Business Ethics Governance	24		
2.2.2 Business Ethics Training	24		
2.2.3 Whistle-blowing Management	26		
2.3 RESPONSIBLE SUPPLY CHAIN	26		
2.3.1 Supply Chain Management	26		
2.3.2 Supply Chain Risk Management	28		
2.3.3 Sustainable Supply Chain Management	28		
2.3.4 Supplier Empowerment	29		
3 PRODUCTS AND SERVICES	30		
3.1 QUALITY MANAGEMENT	30		
3.1.1 Quality Management System	30		
3.1.2 Full-process Quality Management	32		
3.1.3 Quality Compliance Audit	37		
3.1.4 Quality Culture	38		
3.2 CUSTOMER SERVICES	39		
3.2.1 Customer Service System	39		
3.2.2 Responsible Marketing	40		
3.2.3 Information Security and Privacy Protection	42		
3.2.4 Access to Medicines	44		
3.3 TECHNOLOGICAL INNOVATION	47		
3.3.1 Technological Innovation Achievements	47		
3.3.2 Industry Exchange	51		
3.3.3 Intellectual Property Protection	55		
3.3.4 R&D Ethics	57		
4 SAFETY AND ENVIRONMENTAL PROTECTION	62		
4.1 SAFE OPERATION	62		
4.1.1 Safety Management System	62		
4.1.2 Safety Management Targets	64		
4.1.3 Safety Management Initiatives	64		
4.1.4 Safety Culture Development	67		
4.2 GREEN OPERATIONS	70		
4.2.1 Environmental Management System	70		
4.2.2 Energy Management	75		
4.2.3 Emissions Management	79		
4.2.4 Resource Management	84		
4.3 RESPONSE TO CLIMATE CHANGE	89		
4.3.1 Governance	89		
4.3.2 Strategy	90		
4.3.3 Risk Management	107		
4.3.4 Metrics and Targets	109		
5 EMPLOYEES AND COMMUNITY	110		
5.1 EMPLOYEE EMPLOYMENT	110		
5.1.1 Employee Recruitment	110		
5.1.2 Promotion and Assessment	113		
5.1.3 Democracy and Communication	115		
5.2 EMPLOYEES COMPENSATION AND BENEFITS	117		
5.3 EMPLOYEE TRAINING AND DEVELOPMENT	120		
5.4 COMMUNITY CARE	126		
5.4.1 Patient Care	127		
5.4.2 Public Welfare Campaign	130		
APPENDIX	133		
HKEX ESG REPORTING CODE INDEX	133		
SSE ESG REPORTING GUIDANCE INDEX	139		
FEEDBACK FROM READERS	140		



ABOUT THIS REPORT

This is the sixth Environmental, Social and Governance Report (or “ESG Report”) issued by RemeGen Co., Ltd., with the purpose of comprehensively demonstrating the Company’s ESG and social responsibility practices and performance in the areas of operations and development, environment, labor and community, and value chain.

- **Reporting Period**

This report encompasses the period spanning from January 1 to December 31, 2025. Some contents go back to prior years or may extend to the year 2026 as appropriate.

- **Reporting Scope**

This report pertains to RemeGen Co., Ltd. and its subsidiaries.

- **Source of Data**

All the data disclosed in this report is extracted from official documents, statistical reports and financial reports of the Company, or ESG information collected, summarized and reviewed by the Company. In case of any discrepancy between the Chinese version and the English version of this report, the Chinese version shall prevail. Unless otherwise stated, the amounts in this report are denominated in RMB.

- **Basis of Preparation**

This report is prepared in accordance with the requirements of *Appendix C2 Environmental, Social and Governance Reporting Code of the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited* from the Stock Exchange of Hong Kong Limited and the *Guidelines on Environmental Information Disclosure for Listed Companies of the Shanghai Stock Exchange*, with reference to the *Guidelines No. 14 of Shanghai Stock Exchange for the Self – Regulation of Listed Companies Sustainability Report (Trial)* and *Self-Regulatory Guidelines for Listed Companies No. 4 – Preparation of Sustainable Development Reports of the Shanghai Stock Exchange* from the Shanghai Stock Exchange.

- **Reference**

For the sake of convenience, RemeGen Co., Ltd. is referred to as “RemeGen”, the “Company”, “we”, “us” or “our” in this report.

- **Representation**

The forward-looking statements in this report, including the business plans and development strategies, do not represent any significant commitment from the Company to the investors.

- **Access to the Report**

For this report and updates about our sustainability initiatives, please visit the “Investor Relations” Section on the homepage of our official website (website: <https://www.RemeGen.cn/index.php?v=listing&cid=176>).

STATEMENT OF THE BOARD OF DIRECTORS

RemeGen deeply recognizes that actively fulfilling social responsibilities and deepening Environmental, Social and Governance (ESG) practices serve as the cornerstones of the long-term and healthy development of the Company. In strict compliance with the applicable requirements of Appendix C2 *Environmental, Social and Governance Reporting Code of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited*, the *Guidelines on Environmental Information Disclosure for Listed Companies of the Shanghai Stock Exchange*, and the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies Sustainability Report (Trial)*, the Company has established an ESG governance framework covering “decision-making, supervision and execution”, under which the leadership role of the Board in ESG-related affairs has been continuously strengthened.

As the core decision-making organization for ESG affairs, the Board is responsible for approving strategic directions, setting targets, optimizing management mechanisms, systematically identifying and assessing ESG-related risks and opportunities, regularly reviewing the conclusions of materiality assessments and the annual report, and comprehensively overseeing ESG performance. To ensure the effective implementation of strategies, the Company has established an ESG working group comprising personnel from the headquarters and its subsidiaries. The working group is responsible for coordinating the advancement of various tasks, implementing the Board’s decisions, and reporting work progress and outcomes to the Board and the management on a regular basis.

In 2025, the Board was deeply involved in the screening and confirmation of key ESG issues. Through systematic assessments and regular reporting by the working group, the Board has maintained comprehensive oversight over the progress of key workstreams, including stakeholder communication, project execution, and information disclosure, thereby ensuring that the Company’s ESG practices remain closely aligned with the expectations and concerns of all relevant parties. The Company consistently prioritizes the core concerns of its stakeholders. By conducting ongoing double materiality assessments on ESG issues, it continuously refines its management system, steadily enhancing the Company’s capacity for sustainable development.

This report comprehensively and objectively presents the progress and performance of RemeGen’s environmental, social and governance practices in 2025, prepared in accordance with the ESG disclosure principles of materiality, quantitative, balance, and consistency. This report was reviewed and approved by the Board on March 27, 2026.

1. ABOUT US

1.1 COMPANY PROFILE

RemeGen Co., Ltd. (stock code: 09995.HK, 688331.SH), headquartered in Yantai, Shandong Province, China, has set up research institutions and offices in Yantai, Beijing, and Shanghai in China, as well as in San Francisco, the United States. As an innovative biopharmaceutical company with a global perspective, RemeGen is dedicated to discovering, developing, producing, and commercializing first-in-class and best-in-class biopharmaceuticals, providing safe, effective, and accessible clinical solutions for major disease areas such as autoimmune diseases, oncology, and ophthalmology. We have been focusing on therapeutic antibody drugs such as antibody-drug conjugates (ADC), antibody fusion proteins, monoclonal antibodies, and bispecific antibodies, to meet the significant unmet clinical needs.

Table: Key Drug Products of RemeGen

Disease Area	Drug Name
Autoimmune diseases	Telitacicept (RC18)
Oncology	Disitamab Vedotin (RC48)
	RC118
	RC148
	RC278
	RC288
Ophthalmology	RC28

Table: Mission and Vision of RemeGen

Mission	Our mission is to discover, develop, manufacture and commercialize the first-in-class and best-in-class biopharmaceuticals for autoimmune, oncological and ophthalmological diseases, so as to create clinical values and fulfil the unmet clinical needs worldwide, thereby maximizing the value of the Company.
Vision	To become a leading biopharmaceutical company in China and a world-class biopharmaceutical company globally.

1. ABOUT US

1.2 ESG PERFORMANCE HIGHLIGHTS FOR THE YEAR

Compliance and Integrity

- In 2025, a total of 15 Board-related meetings were held
- In 2025, the number of significant risk events identified in relation to the Company's financial, operational or compliance controls was 0
- In 2025, the Company did not experience any material bribery or anti-corruption incidents
- Business ethics trainings were conducted for members of the Board, with 2 hours of training per director on average, and a coverage rate of 100%
- In 2025, the Company achieved a coverage rate of 100% for safety training for its suppliers

Products and Services

- In 2025, no product recalls were recorded
- The Company successfully passed the recertification audit for the ISO 9001 Quality Management System
- A total of 13 professional training sessions on quality-related topics were organized throughout the year, and over 2,440 quality system document training sessions were completed in total
- No complaints related to product quality were received for the Company's commercialized products
- A total of 102 online and offline general skills training sessions were conducted for all marketing personnel, with more than 3,200 attendances
- The total R&D investment of the Company amounted to RMB1,218,748,679.23
- A total of 22 intellectual property training sessions were organized, with 330 attendances in total

1. ABOUT US

Safety and Environmental Protection

- The annual surveillance audit for the ISO 45001 system was successfully passed
- A total investment of RMB588,000 was made in occupational health and safety, with no cases of occupational diseases recorded
- The annual safety management goals were achieved: zero fire accidents, zero special equipment accidents, zero new occupational disease cases, zero accidents resulting in serious injury or fatality, and the minor injury rate controlled below 1%
- The ISO 50001 Energy Management System certification process continued to advance, with the energy management system remaining effectively and continuously operational. The Company was recognized as a "National Green Factory" and a "Shandong Provincial Green Factory"
- In 2025, the energy consumption per unit of product in the workshop was 54.71kgce per RMB10,000 of output, representing a 49% decrease from 107.37kgce per RMB10,000 of output in 2024, exceeding the energy management target of 2% usage reduction
- In 2025, the water consumption per unit of product in the workshop was 0.24 tonnes per unit, representing a 53.8% decrease from 0.52 tonnes per unit in 2024, exceeding the water resource management target of 2% usage reduction

Employees and Community

- Female employees accounted for 55% of the total workforce. There were 112 employees from ethnic minorities and 2 employees with disabilities
- Non-salary benefits coverage reached 100%
- Employee social insurance coverage reached 100%
- We made investments of RMB 16,088,200 in care for employees
- A total of 3,241 employees attended trainings, with a training coverage rate of 100%. Training investments for the year were RMB 449,000
- Our total expenditures on charitable and public welfare activities amounted to RMB 12,518,400

1. ABOUT US

1.3 HONORS AND AWARDS FOR THE YEAR







Name of awards	Issuing authorities
National Green Factory	The Ministry of Industry and Information Technology of the People's Republic of China
Shandong Provincial Green Factory	Department of Industry and Information of Shandong Province
First Prize for High-Quality Development of Enterprises in the Yellow Sea and Bohai Sea New Area	The Party Working Committee of Huang-Bohai Sea New Area of Yantai Municipal Committee of the Communist Party of China The Administrative Committee of Yantai Huang-Bohai Sea New Area
2025 Listed Companies Annual Awards – Outstanding PR Award for Hong Kong & US Listed Companies	iFinD
Golden Bull Award for Science and Technology Innovation of Listed Companies	China Securities Journal
China Innovative Drugs Decade Honor List	PharmCube
"Torch of Dedication" Award	Beijing Bethune Charitable Foundation

1.4 STAKEHOLDER COMMUNICATION

RemeGen attaches great importance to interactive communication with internal and external stakeholders, and is committed to identifying and responding to their expectations and suggestions regarding the Company's sustainable development in a timely manner through two-way communication. The Company strives to establish regular and diversified communication mechanisms, and takes stakeholder responses as an important basis for evaluating the effectiveness of sustainable development efforts and optimizing the path to sustainable development, ensuring compliance with regulatory requirements and promoting the coordinated development of the Company and society.

1. ABOUT US

Table: Stakeholder Expectations and Requirements, and Communication Responses

Stakeholders	Stakeholder Expectations and Requirements	Communication Responses
 <p>Government and regulatory authorities</p>	<p>Compliance with laws and regulations Compliant operation Payment of taxes in accordance with laws Creating more jobs for locals</p>	<p>Information disclosure Daily communication and reporting Government research and supervision</p>
 <p>Shareholders and investors</p>	<p>Shareholder reporting Information disclosure Risk control Corporate governance Operating results</p>	<p>General meeting of shareholders Periodic reports and announcements Investor communication conference</p>
 <p>Customers</p>	<p>Pharmaceutical quality and safety Consumer rights protection Drug research and innovation Responsible marketing</p>	<p>Ensuring product quality Customer satisfaction survey Regular customer communication initiatives</p>
 <p>Employees</p>	<p>Employee rights and interests protection Occupational health and safety Employee development</p>	<p>Congress of workers and labor union Employee engagement survey Performance management Internal and external training Employee care events</p>
 <p>Partners</p>	<p>Product and service quality Win-win development Supply chain sustainability</p>	<p>Public bidding and tendering On-site audit Supplier conference Business conference</p>
 <p>Community representatives</p>	<p>Driving local economic development Local environmental impact of production and operation Community services and philanthropy</p>	<p>Volunteer services Supporting cultural and sports activities Pharmaceutical knowledge popularization and anti-epidemic support Participation in community building</p>
 <p>Industry associations</p>	<p>Fair competition Promoting development of industry Technology and experience sharing</p>	<p>Industry exchange seminar</p>

1. ABOUT US

1.5 DETERMINATION OF DOUBLE MATERIALITY

RemeGen establishes its ESG double materiality issues matrix by identifying material issues, analyzing their impact and financial materiality, and consolidating executive interviews, thereby creating sustainable value for stakeholders while safeguarding the Company’s economic performance.

1.5.1 Identification of Material Issues

Based on the issues set out in the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies Sustainability Report (Trial)*, RemeGen conducted internal due diligence, management interviews, and stakeholder communications. Taking into account the standards and development characteristics of the biopharmaceutical industry in which the Company operates, as well as peer benchmarking analysis, the Company screened, integrated, and comprehensively identified key issues with both impact materiality and financial materiality.

1.5.2 Assessment of Impact Materiality

To assess the impact materiality of sustainability issues, RemeGen conducted stakeholder surveys. The surveys focused on collecting stakeholders’ views on the Company’s sustainability issues. Through a systematic impact materiality assessment process, we comprehensively analyzed the extent to which each issue impacts the external environment and various stakeholders, providing a scientific basis for the Company’s sustainable development strategy and practices.

Table: Dimensions of Impact Materiality Assessment

Dimension	Description
Likelihood of risk exposure	The likelihood that the issue may have a negative impact on the Company
Severity	The potential extent of damage after the impact occurs
Risk adaptability	The effectiveness of the Company’s existing management and control system in responding to the risk

1.5.3 Assessment of Financial Materiality

To scientifically assess the impact of ESG issues on the Company’s financial performance, the Company has established a systematic methodology for determining financial materiality. First, the Company systematically analyzes the risks and opportunities embedded in each issue, identifies risk points that may lead to increased operating costs, heightened revenue volatility, or intensified compliance pressure, and simultaneously evaluates potential opportunities that could optimize cost structure, promote sustained revenue growth, and enhance overall market competitiveness. Second, the Company adopts an expert assessment approach, whereby heads of relevant departments such as finance evaluate the potential impact of each issue on the Company’s business model, business operations, development strategy, financial condition, operating results, cash flow, financing methods and costs, among others, and analyze their potential impact on the Company’s financial performance over the short, medium and long term. Furthermore, we actively communicate with various stakeholders to clarify the impact of each issue on them, and ultimately finalize the financially material issues to ensure the comprehensiveness and accuracy of the financial materiality assessment.

1. ABOUT US

1.5.4 Results of Materiality Assessment

With reference to the *Self-Regulatory Guidelines for Listed Companies No. 4 – Preparation of Sustainable Development Reports of the Shanghai Stock Exchange*, RemeGen systematically assessed the materiality of each sustainability issue based on the two dimensions of impact materiality and financial materiality. Based on the assessment results, we identified a total of 20 material issues, among which the issues with double materiality include four issues: Product Innovation and R&D, Product Quality and Safety, Energy Management, and Employee Training and Development. These findings provide clear direction and a reliable basis for the subsequent formulation and advancement of the Company’s sustainable development strategy.

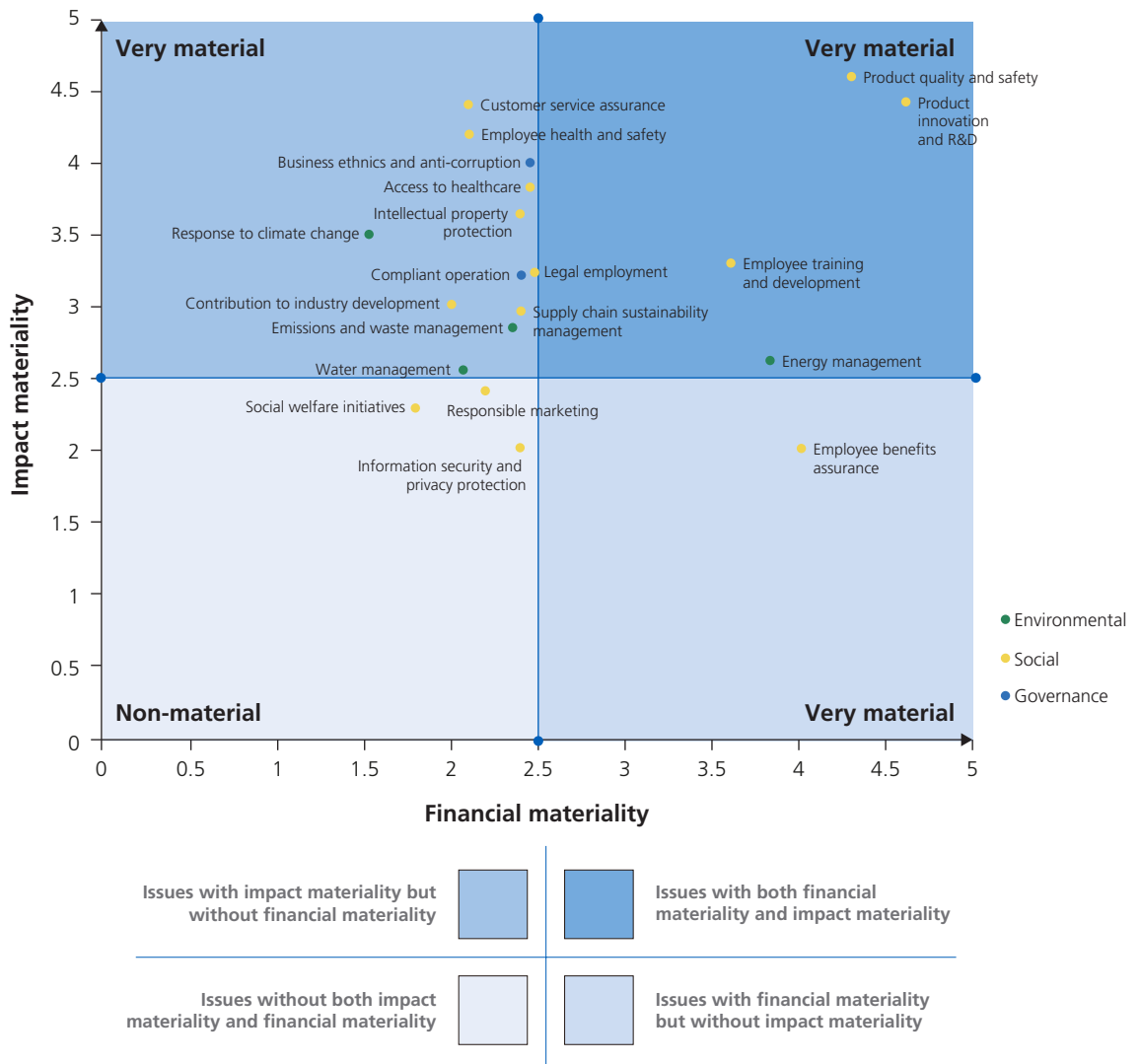


Figure: 2025 Double ESG Issue Materiality Matrix of RemeGen

1. ABOUT US

1.6 SUSTAINABLE DEVELOPMENT MANAGEMENT

1.6.1 ESG Governance

RemeGen recognizes ESG management as a key element in driving the Company's high-quality and sustainable development, and has established an ESG governance system with clear hierarchical levels and well-defined responsibilities. The Board of Directors is in charge of ESG-related strategic planning and supervision to ensure that the Company's ESG direction is consistent with its long-term development goals. The headquarters, together with subsidiaries, have established a professional ESG working group, which is responsible for the communication, coordination and implementation of ESG initiatives in each business segment, in order to efficiently promote the steady implementation of various ESG measures.

In 2025, the Board of Directors of RemeGen held relevant meetings to deliberate on issues such as the completion of the 2024 ESG Report, the preparation of the 2025 ESG Report, and management opinions. Moreover, we conducted ESG-related training for the management, focusing on key areas such as climate change and compliant operations, to enhance the relevant awareness and capabilities of the management.

1.6.2 ESG Strategy

We conduct risk and opportunity analyses around ESG issues with high financial materiality and keep a close eye on market trends to formulate targeted management measures to enhance the adaptability and responsiveness of the Company's strategy. By establishing a clear promotion framework and implementation pathway, we deeply integrate ESG governance into business operations to effectively align the sustainable development goals with operational practices. This is how we are committed to creating stable and sustainable long-term value for our stakeholders.

1. ABOUT US

Table: RemeGen ESG Risk/Opportunity Analysis

Issue Name	Impact Period ¹	Scope of Impact	Type of Risk or Opportunity	Description of Risk or Opportunity Impact	Mitigation Measures	Financial Impact	Future Trend of Financial Impact
Product innovation and R&D	Short and medium term	The Company's own operations	Product and service opportunities	If the Company continues to increase R&D investment in antibody-based drugs, with a focus on making breakthroughs in key technologies such as antibody-drug conjugates (ADCs), it will seize the early opportunities in the biomedical innovation segment, form a differentiated competitive advantage in high-growth areas such as precision oncology treatment, and simultaneously drive the enhancement of both the value of the R&D pipeline and the Company's valuation.	<p>Establish a full-cycle R&D system:</p> <p>Establish a proprietary R&D system covering the entire drug lifecycle and strengthen the synergy between intellectual property and technology platforms to improve R&D transformation efficiency.</p> <p>Strengthen core technology platforms: Leverage the four major platforms of antibodies and fusion proteins, ADC, bispecific antibodies, and bispecific ADCs to promote the development of innovative molecules and technological breakthroughs.</p>	Long-term revenue potential is enhanced through the transformation of innovation outcomes. Accelerate market launch and global registration through differentiated product pipelines (e.g., Telitacicept, Disitamab Vedotin), to expand market share and increase revenue.	Rising revenue
	Medium and long term	The Company's own operations	Market risk	<p>The development of antibody-drug conjugates (ADCs) involves significant technical complexity and uncertainty. The ADC drug development cycle is long and costly, and relies on highly specialized production platforms, posing risks of supply chain disruption or insufficient production capacity.</p> <p>Furthermore, intensifying market competition and the rapid emergence of similar products may compress the market window and pricing flexibility following the launch of new drugs.</p>	<p>Build integrated, end-to-end R&D and industrialization capabilities covering key stages such as drug discovery, clinical development, process quality, and GMP production.</p> <p>Establish four core technology platforms: antibodies and fusion proteins, ADCs, bispecific antibodies, and bispecific ADCs, supporting the efficient development of innovative drugs.</p> <p>Advance differentiated product pipeline development: systematically advance clinical development and regulatory submissions with a registration-oriented approach.</p>	Increased operating costs due to patent R&D and technology platform upgrades; increased labor costs due to the expansion of the scientific research talent team.	Rising costs

¹ The Company has divided the planned impact period into three phases: short-term (2025-2026), medium-term (2027-2030), and long-term (2031-2040).

1. ABOUT US

Issue Name	Impact Period ¹	Scope of Impact	Type of Risk or Opportunity	Description of Risk or Opportunity Impact	Mitigation Measures	Financial Impact	Future Trend of Financial Impact
Product quality and safety	Short, medium and long term	The Company's own operations downstream of the value chain	Product quality risk	<p>Product defects or safety incidents may lead to the recall or restricted use of marketed drugs, directly threatening patient safety and damaging the Company's reputation;</p> <p>Moreover, such incidents could easily shake investor confidence, resulting in stock price volatility and financing difficulties, which may in turn affect R&D investment and the advancement of long-term strategies.</p>	<p>Establish a full life-cycle quality management system: strictly comply with GMP and domestic and international regulatory requirements, establish a three-level quality documentation system, achieve full-cycle management of documents and data through digital systems, and continuously optimize system compliance and operational efficiency.</p> <p>Implement full-process quality control and risk management: embed key quality assessments, packaging material compatibility studies, and intelligent testing systems at each stage of R&D, production, and clinical development, strengthen environmental monitoring, product testing, and stability studies, ensuring full-process controllability of product quality.</p> <p>Strengthen compliance auditing and closed-loop corrective capabilities: through high-frequency internal audits and risk-oriented inspections, complemented by external regulatory inspections, ensure closed-loop management of issues, maintaining the quality system's continuous compliance with international standards.</p>	Increased operating costs due to increased quality assurance investments; increased expenses in material testing, environmental monitoring, laboratory system upgrades, and quality documentation management system optimization.	Largely stable

1. ABOUT US

Issue Name	Impact Period ¹	Scope of Impact	Type of Risk or Opportunity	Description of Risk or Opportunity Impact	Mitigation Measures	Financial Impact	Future Trend of Financial Impact
Employee benefit assurance	Short, medium and long term	The Company's own operations	Talent attraction and retention risk	<p>Inadequate or imbalanced employee welfare protection may lead to the loss of key talent, low team morale, and decreased work efficiency, directly undermining the Company's R&D productivity and operational stability;</p> <p>At the same time, a poor employer brand image may exacerbate difficulties in recruiting high-end talent, affect project progress and innovation continuity, thereby constraining the Company's long-term competitiveness and strategic talent reserves.</p>	<p>Regularly benchmark industry welfare levels to ensure that remuneration and benefits are positioned at the medium to high range of the market, with a focus on core positions and high performers. Establish a comprehensive remuneration and welfare protection system that combines basic protection, flexible options, and long-term incentives to ensure that welfare protection covers all employees. In 2025, the Company's non-salary benefits coverage rate reached 100%. Strictly comply with labor laws and regulations, regularly conduct welfare satisfaction surveys, communicate welfare policies transparently, and pay close attention to employees' actual welfare needs.</p>	<p>Increased total investment in employee welfare in the short term due to enhanced welfare protection levels, leading to improved employee satisfaction and well-being, reduced additional recruitment and training costs resulting from staff turnover, and avoidance of fines, compensation, and revenue losses arising from labor disputes or negative public opinion.</p>	Largely stable

1. ABOUT US

Issue Name	Impact Period ¹	Scope of Impact	Type of Risk or Opportunity	Description of Risk or Opportunity Impact	Mitigation Measures	Financial Impact	Future Trend of Financial Impact
Energy management	Short, medium and long term	The Company's own operations	Energy use risk	<p>If energy management is extensive or energy efficiency retrofits lag behind, it will lead to low energy utilization efficiency, continuously rising energy consumption and energy costs, directly eroding the Company's profits;</p> <p>At the same time, an energy consumption model characterized by high energy consumption and high carbon emissions will struggle to meet green supply chain requirements and increasingly stringent climate regulations, which may lead to a sharp increase in compliance costs, thereby damaging the Company's reputation and affecting financing conditions.</p>	<p>Establish a four-level energy management network of "Company-Department-Workshop-Team" and strengthen institutional safeguards through ISO 50001 energy management system certification;</p> <p>Deploy an energy management system to achieve real-time energy consumption monitoring and digital management;</p> <p>Adopt high-efficiency and energy-efficient technologies such as ground source heat pumps at the production end, achieving approximately 36% energy savings in cooling;</p> <p>Fully promote green office practices (e.g., paperless operations, LED lighting, solar water heating) and employee energy conservation awareness at the operational end.</p>	<p>Unit product energy consumption in the workshop decreased significantly by 49% compared to 2024, far exceeding the 2% energy-saving target. The declining consumption of purchased electricity, heat, and gasoline has reduced energy procurement costs.</p> <p>However, investments in patent R&D, technology platform upgrades, and high-efficiency equipment to achieve energy efficiency improvements have increased related operating costs.</p>	Rising costs

1. ABOUT US

Issue Name	Impact Period ¹	Scope of Impact	Type of Risk or Opportunity	Description of Risk or Opportunity Impact	Mitigation Measures	Financial Impact	Future Trend of Financial Impact
Employee training and development	Short, medium and long term	The Company's own operations	Talent capability gap risk	<p>If the training and development system is lacking or disconnected from business operations, it will lead to skill obsolescence and delayed knowledge updating among employees, rendering them unable to effectively support the application of new technologies and complex project management, thereby directly impacting R&D efficiency, product quality, and operational compliance;</p> <p>At the same time, limited career advancement pathways for employees may trigger the loss of core talent, resulting in critical technology gaps and the deterioration of organizational capabilities, weakening the Company's innovation vitality and long-term sustainable development capacity.</p>	Establish a "full-cycle, multi-dimensional, and personalized" training and development management system, systematically developing talent echelons through a combination of internal academies and external resources. Training covers all employees, including new employee induction training, general skills enhancement, specialized leadership development, and professional skills advancement. Leveraging the online platform "RemeGen Cloud Academy" and the professional curriculum system of the "Growth Academy", the Company ensures broad coverage and precise delivery of training resources.	The resources and financial investments in systematic training are reflected in the direct investment in employee training for the year, amounting to RMB449,000 in annual training expenses.	Largely stable

1.6.3 ESG Risk Management

We are committed to establishing a systematic and forward-looking ESG risk management system. Through continuous risk identification, scientific assessment, and tiered response, we fully integrate environmental, social and governance-related risks into the Company's strategy and operational management to enhance corporate resilience for sustainable development.

1. ABOUT US

Management Process	Description
Risk identification	<ul style="list-style-type: none"> Systematically identify various risks related to Environment, Society and Governance (ESG), fully incorporate climate-related issues into the scope of assessment, and continuously establish and dynamically update the Company's ESG risk information repository.
Risk assessment	<ul style="list-style-type: none"> Conduct regular risk assessments, comprehensively analyze ESG risks based on dimensions such as impact severity, likelihood of occurrence, and difficulty of control, classify risks into high, medium and low levels based on the assessment results, and clarify the priorities of risk management.
Risk response	<ul style="list-style-type: none"> Establish a tiered response mechanism: implement systematic, multi-dimensional and comprehensive controls for high risks; adopt targeted control measures for medium risks; and conduct regular monitoring and continuous optimization for low risks. For medium and high-risk issues, develop specialized response processes and control measures, and prepare emergency plans based on risk characteristics to enhance the capability to respond to and handle emergencies. Review ESG risk management efforts annually, assess trends in internal and external risk changes, and continuously optimize control measures in light of industry developments, driving iterative improvements to the risk management system.

1.6.4 ESG Indicators and Targets

We integrate key issues into the Company's strategy, establish phased short-term, medium-term and long-term targets for each core ESG issue, and define corresponding implementation pathways and responsible parties. We continuously track progress, analyze gaps, and optimize strategies through an annual assessment mechanism, ensuring that ESG governance advances in tandem with business development.

1. ABOUT US

Table: RemeGen ESG Indicators and Target Progress

ESG Strategic Pillar	Issue Sub-category	Specific Target	Target Execution Progress
Employee Health and Safety	Safety management targets	Zero fire accidents, zero special equipment accidents, zero new occupational disease cases, zero serious injury and fatality accidents, and the minor injury rate controlled below 1%.	The target in 2025 has been achieved.
Energy Management	Energy Management Target	Achieve a 2% reduction in energy consumption cost per unit of product in each workshop in 2025 compared to 2024.	In 2025, the energy consumption per unit of product in the workshop was 54.71kgce per RMB10,000 of output, representing a 49% decrease from 107.37 kgce per RMB10,000 of output in 2024, exceeding the energy management target of 2% usage reduction.
Water Resource Management	Water Resource Management Target	Achieve a 2% reduction in water consumption cost per unit of product in each workshop in 2025 compared to 2024.	In 2025, the water consumption per unit of product in the workshop was 0.24 tonnes per unit, representing a 53.8% decrease from 0.52 tonnes per unit in 2024, exceeding the water resource management target of 2% usage reduction.
Response to Climate Change	Carbon Reduction Target	2020-2030: Taking 2020 as the baseline year, reduce greenhouse gas emission intensity by 50% in 2030 compared to 2020. 2025-2030: Reduce CO2 emissions by 0.4% per year, achieving a total emission reduction target of 3% by 2035.	In 2025, total greenhouse gas emissions amounted to 50,511.54 tonnes of CO2 equivalent, and greenhouse gas emission intensity was 0.16 tonnes of CO2 equivalent per RMB10,000 of revenue, marking three consecutive years of decline.
Product Innovation and R&D	Product Innovation and R&D Target	Establish an innovative R&D system to continuously strengthen core technological capabilities and platform development, enhance proprietary R&D capabilities, and maintain technological leadership.	In 2025, the Company's R&D team reached 864 professionals, accounting for 26.65% of the total workforce, continuously strengthening the pipeline of innovative talent. The Company's total R&D investment amounted to RMB1,218,748,679.23.

1. ABOUT US

ESG Strategic Pillar	Issue Sub-category	Specific Target	Target Execution Progress
Product Quality and Safety	Product Quality and Safety Target	Continuously drive product-wide quality improvement and standard upgrades, leveraging excellent product quality to enhance both customer service experience and brand reputation, while building a strong safety defense line.	The Company has successfully established a full life-cycle quality management system covering drug discovery, technology transfer, and commercial production by deeply integrating quality control into the entire chain of production operations. In 2025, no product recalls were recorded.
Employee Training and Development	Employee Training Target	Establish a systematic employee training and development system, fully empowering employees to achieve synergistic improvement in individual capabilities and organizational effectiveness.	In 2025, the employee training system was fully implemented and operated effectively, achieving 100% employee participation in training, with annual training investment amounting to RMB449,000, maintaining a continuous growth trend.
Employee Benefit Assurance	Employee Rights and Interests Protection Target	Build a diversified employee welfare and rights protection system covering all employees, effectively enhancing their sense of well-being, and fostering a legal, compliant, respectful and caring employment environment.	In 2025, no incidents of child labor or forced labor were recorded, effectively safeguarding the basic rights and interests of employees.

2. COMPLIANCE AND INTEGRITY

RemeGen is committed to enhancing corporate governance effectiveness and risk management levels, and continuously deepening the development of an integrity and compliance system. At the same time, we focus on responsible supply chain management to comprehensively enhance operational resilience.

2.1 CORPORATE GOVERNANCE

RemeGen continuously optimizes its corporate governance structure, enhances the Board and its diversity, so as to strengthen decision-making effectiveness and strategic leadership. The Company systematically improves its risk management system and internal control mechanisms as an ongoing effort to strengthen its capabilities for risk prevention and response.

2.1.1 Corporate Governance Structure

RemeGen strictly complies with laws and regulations such as the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Governance Guidelines for Listed Companies*, formulates internal corporate governance systems such as the *Articles of Association*, and elects Directors in accordance with standardized selection procedures based on the Company's actual development needs. The Company establishes a corporate governance structure and operating mechanism with the Shareholders' Meeting and the Board of Directors at its core to form a scientific and efficient decision-making system, standardize corporate operations, and safeguard shareholders' rights and interests. The Board of Directors has established four special committees, including the Strategy Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Appraisal Committee.

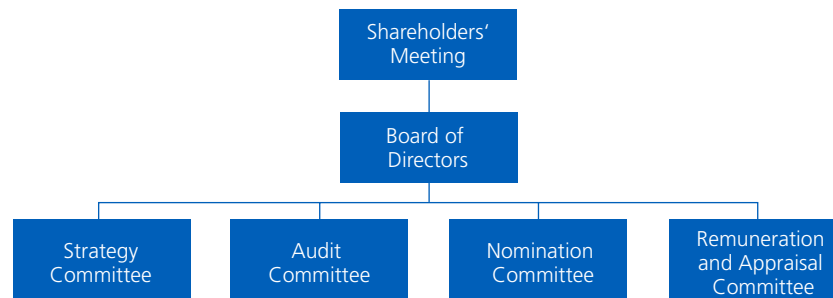


Figure: RemeGen's Governance Structure

2. COMPLIANCE AND INTEGRITY

Table: Responsibilities of Each Level of RemeGen’s Governance Structure

<p>Shareholders’ Meeting</p>	<ul style="list-style-type: none"> As the highest authoritative organization of the Company, the General Meeting of Shareholders is composed of all shareholders, and exercises core powers such as electing and replacing Directors and making decisions on major matters in accordance with the law. The Company convenes general meetings of shareholders in accordance with relevant regulations, actively responds to shareholders’ enquiries, and ensures that minority shareholders have equal status and communication rights and interests as well.
<p>Board of Directors</p>	<ul style="list-style-type: none"> Deliberates on major matters in the Company’s business activities to ensure that decision-making procedures are standardized and consistent with the Company’s development strategy.
<p>Special Committees</p>	<ul style="list-style-type: none"> Provide professional advice and analysis to the Board of Directors to assist in enhancing decision-making quality. Among them, the Audit Committee is responsible for prudently reviewing and continuously supervising the compliance performance of the Board of Directors and senior management, the Company’s financial condition, and business activities, ensuring the Company’s compliant operation.

RemeGen conducts information disclosure in compliance with laws and regulations, ensuring that the content is true and accurate, and that information transmission is open and transparent. During the Reporting Period, the Company held a total of 15 Board-related meetings.

2.1.2 Enhancing Board Diversity

RemeGen regards diversity among Board members as an important cornerstone for promoting the Company’s long-term sustainable development, and continues to optimize the *Board Member Diversity Policy*. When nominating and appointing Board members, the Company systematically evaluates the comprehensive qualifications of candidates across multiple dimensions, including gender, age, cultural and educational background, professional field, industry experience, and willingness to perform duties. Currently, Board members possess a high level of expertise and extensive practical experience in fields such as medicine, finance, corporate governance, and economics, effectively supporting the execution of the Company’s strategy and decision-making.

As of the end of the Reporting Period, RemeGen’s third Board of Directors consisted of nine members, including four Executive Directors, two Non-Executive Directors, and three independent Non-Executive Directors. The Board includes one female Director, accounting for 11.11% of the total number of Board members.

2. COMPLIANCE AND INTEGRITY

Table: Diverse Composition of the Board of Directors of RemeGen

3rd Board of Directors	Type of Director	Gender	Culture and Education Background	Age
	4 Executive Directors	8 Male	3 Doctoral Degrees	2 Members under
	2 Non-Executive Directors	1 Female	4 Master's Degrees	49 years old
	3 Independent Non-Executive Directors		2 Bachelor's Degrees	3 Members aged 50-59 years old
				4 Members over 60 years old

2.1.3 Risk Management

RemeGen continuously improves its risk management and internal control system by clarifying responsibilities for each position, implementing systematic risk assessment and process control, and conducting regular internal control supervision, ensuring that risk prevention and control are embedded throughout the entire business process, thereby safeguarding the Company's sound development.

Risk Management

RemeGen continuously optimizes its risk management-related policies and systems, establishing a three-tier risk management framework comprising Board decision-making, Audit Committee supervision, and Internal Control Audit Department execution, achieving closed-loop management from high-level coordination to specific implementation.

The Board of Directors is responsible for approving risk management policies, regularly assessing the Company's overall risk profile, and overseeing the identification and response to significant risks, ensuring that the risk management system is aligned with the Company's strategic objectives and implemented effectively. The Audit Committee guides and oversees risk management work, including formulating risk management policies, reviewing significant risk matters, supervising the implementation of risk control measures, and reporting significant risks and review results to the Board. The Internal Control Audit Department is responsible for the specific execution of risk management, including identifying key risks, implementing routine control measures, and preparing risk management reports.

2. COMPLIANCE AND INTEGRITY

Table: Measures Taken by RemeGen to Enhance Risk Management Efficiency

Risk audit	Identify major risks in areas such as budget management, marketing operations, and R&D operations, and put forward corresponding recommendations and preventive plans.
Due diligence on departure-related risks	Conduct due diligence on negative sustainability impacts and risks of departing personnel to prevent potential harm.
Risk Management Education	Integrate risk management indicators into daily operations, and conduct regular specialized training for all employees and Directors, including training on warnings of non-compliance cases, training on systems and norms, and training on notification of audit issues.

Internal Control

RemeGen attaches great importance to internal control management in the Company's operations. In accordance with the *Basic Standards for Enterprise Internal Control* and other relevant laws and regulations, the Company continues to implement the *Provisions on the Administration of Internal Audit* to promote the standardization, transparency, and efficiency of internal control processes across departments.

In the internal control system, the Board of Supervisors coordinates the establishment and implementation of internal control mechanisms and assesses their effectiveness; the Internal Audit Function independently reviews the operation of the internal control system and reports to the Audit Committee; and all employees undertake direct responsibility for the execution of internal controls within their respective scopes of duties.

RemeGen places emphasis on internal control management and adheres to conducting compliance audits covering all business operations every three years. In 2025, the Company conducted special audits on budget management, R&D operations, marketing operations, and the departure of personnel at or above the middle management level. Internal control deficiencies were identified in budget management and R&D operations, and the Company has arranged for the corresponding departments to carry out rectification. During the Reporting Period, the number of significant risk events identified in relation to the Company's financial, operational or compliance controls was zero.

2.2 INTEGRITY AND COMPLIANCE

RemeGen remains committed to integrity and business ethics in its operations. By strictly enforcing internal code of conduct, conducting regular business audits, maintaining robust reporting and oversight mechanism, and providing ongoing business ethics training, we build a foundation of responsibility for sustainable growth.

2. COMPLIANCE AND INTEGRITY

2.2.1 Business Ethics Governance

RemeGen strictly complies with laws and regulations such as the *Criminal Law of the People's Republic of China*, the *Anti-Money Laundering Law of the People's Republic of China*, and the *Anti-Unfair Competition Law of the People's Republic of China*. By establishing a clearly structured business ethics management system with a defined division of authority, and continuously implementing internal policies such as the *Internal Audit Management Regulations*, the Company fosters an internal culture of professional integrity. In 2025, the Company recorded zero major bribery or corruption incidents.

Table: Organizational Structure and Responsibilities Related to Business Ethics

Department	Responsibilities
Audit Committee	Comprehensively supervising and guiding the Company's business ethical conduct, and conducting systematic reviews of the business ethics management system.
Audit Division	Executing company-wide anti-fraud and anti-money-laundering efforts, reporting related efforts to the Board and the Audit Committee on an annual basis, and immediately escalating any major risk events discovered during internal control audits.
Each department	Implementing routine management and control over business ethics.

The Company adheres to the principle of "not wanting to, not being able to, and not daring to commit corruption". As planned, the Company conducts internal control management closely related to anti-corruption and performs business ethics audits on projects with high capital expenditures. It strictly implements rectifications for issues identified during the audit process regarding systemic policies, policy execution, and the use of marketing expenses. Based on these efforts, the Company formulates the audit plan for the subsequent year to enhance the management effectiveness and execution level of its anti-corruption and integrity-building system. Meanwhile, the Company investigates received complaints related to business ethics and anti-corruption in compliance with applicable regulations. By ascertaining the facts and promptly remediating issues discovered during investigations, the Company effectively prevents business ethics risk.

2.2.2 Business Ethics Training

To continuously enhance all employees' capability to perform their duties with integrity, as well as their awareness of ethical compliance and trade secret protection, RemeGen consistently conducted online orientation training on trade secret protection for newcomers via the RC Cloud Academy, reaching a total of 362 attendances. Furthermore, the Company engaged professionals to deliver offline thematic training seminars on "Duty-Related Crimes by Non-State Functionaries in Enterprises" and "Legal Education on Trade Secret Protection". These seminars covered all employees of RemeGen and its controlled subsidiaries, aiming to elevate the business ethics awareness of all staff, including senior management, regarding occupational crimes, the protection of corporate trade secrets, and professional ethics, thereby enhancing the capacity of the entire workforce to fulfill their duties in a lawful and compliant manner. In 2025, the Company conducted business ethics training sessions for Board members, with a per capita training duration of 2 hours and a coverage rate of 100%.

2. COMPLIANCE AND INTEGRITY

Table: Business Ethics Training Metrics

Training Metrics	2025
Total number of employees trained (persons)	3,241
Employee training coverage rate (%)	100
Average training hours per employee (hours)	5
Total number of directors trained (persons)	9
Director training coverage rate (%)	100
Average training hours per Director (hours)	2

Case



RemeGen Conducted Thematic Legal Lecture on Duty-Related Crimes

In March 2025, the Company conducted a thematic legal lecture on duty-related crimes through a hybrid approach of online and offline delivery to all employees of the Company and its subsidiaries. Senior investigators from the Economic Crime Investigation Brigade of Yantai Huangbohai New Area were invited to deliver the training. By presenting laws, regulations, and real-world cases concerning duty-related crimes by non-state personnel, the investigators analyzed specific charges and illustrated legal principles through these case studies. The lecture served to educate both executives and general staff to respect the law, maintain vigilance, and uphold strict ethical boundaries, ultimately aiming to combat corruption, prevent non-compliance, reinforce the baseline of professional ethics, and ensure employees steer clear of legal red lines.



Image: Scene of Thematic Legal Lecture on Duty-Related Crimes

2. COMPLIANCE AND INTEGRITY

2.2.3 Whistle-blowing Management

RemeGen implements internal regulations regarding whistle-blowing management. For any verified acts of fraud or serious non-compliance, the Company takes disciplinary action in accordance with its policies. Meanwhile, whistleblowers who provide valid leads are rewarded appropriately as per relevant regulations. The Company protects the privacy and safety of whistleblowers during investigations by strictly controlling access to information and prohibiting any unauthorized disclosure of investigation details. During the Reporting Period, the Company did not experience any litigation cases and administrative penalties related to unfair competition, embezzlement, bribery or money laundering.

To strengthen its compliance framework, the Company has established diversified whistleblowing mechanism, including reporting hotline, dedicated email address, and correspondence. We encourage employees to report misconduct and violations to jointly maintain a clean and standardized business environment.

Whistle-blowing Channels of RemeGen

External Complaints Tel: 0535-6383102

E-mail: shenjichu@RemeGen.com

Complaint Address: Audit Division, 58 Middle Beijing Road, Economic and Technological Development Area, Yantai City, Shandong Province

2.3 RESPONSIBLE SUPPLY CHAIN

RemeGen places a high priority on the professionalism and standardization of supply chain management. The Company continuously strengthens its full-lifecycle management system, encompassing supplier screening, evaluation, and exit, refines risk management measures, enhances sustainable supply chain management across multiple dimensions, and actively promotes the continuous improvement of supplier capabilities.

2.3.1 Supply Chain Management

RemeGen strictly complies with laws and regulations such as the *Civil Code of the People's Republic of China* and the *Bidding and Tendering Law of the People's Republic of China*, continues to improve internal policies, including the *Supplier Management System* and the *Measures for the Management of Centralized Procurement Suppliers*, and revises its *Supplier Manual* to systematically streamline full-process supply chain management standards, and fully implement high-standard supplier management measures. Based on the needs of its principal business, the Company classifies its suppliers into suppliers of raw and auxiliary packages materials, experimental reagents and consumables, equipment, spare parts and accessories, office supplies and labor protection supplies, IT and technical services.

2. COMPLIANCE AND INTEGRITY

Table: Supply Chain Management Processes

Admission	<ul style="list-style-type: none"> The Company conducts necessity assessments and performs preliminary screening of suppliers that meet its quality requirements based on qualification documents and samples from suppliers. The Company performs on-site audits and production capacity verifications for suppliers that pass the preliminary screening. Upon final approval, suppliers are incorporated into the Company’s qualified supplier system through an internal review and approval procedure.
Performance evaluation and grade-based management	<ul style="list-style-type: none"> Regarding product quality issues, the Company utilizes a quality complaint process to track and require suppliers to provide investigation results and corrective measures. Assess supplier qualification and cooperation on an annual basis, which covers price advantage, quality status, service status, qualification and capabilities, strategic cooperation, etc., and reward the selected outstanding suppliers and strategic partners. Implement grade-based management of suppliers by classifying them into grades A, B, C and D based on performance evaluation results.
Elimination and exit	<ul style="list-style-type: none"> Based on annual performance evaluation results and procurement channel optimization strategy, the Company implements measures such as elimination and exit for suppliers with poor performance or those that no longer align with its development strategy.

Table: Suppliers of RemeGen in 2025

Geographical region of supplier	Number of suppliers
Chinese Mainland	461
Hong Kong, Macau and Taiwan regions of China	0
Overseas	2

The Company explicitly requires suppliers to possess quality management system certifications, including but not limited to ISO 9001, ISO 14001, and ISO 45001.

Table: Number of Management System Certifications Obtained by RemeGen Suppliers in 2025

Certification	Number of suppliers
Suppliers obtaining quality management system certifications (e.g., ISO 9001)	120
Suppliers obtaining health and safety management system certifications (e.g., ISO 45001, OHSAS 18001)	48
Suppliers obtaining environmental management system certifications (e.g., ISO 14001)	56

2. COMPLIANCE AND INTEGRITY

2.3.2 Supply Chain Risk Management

RemeGen remains committed to identifying potential supply chain risks, formulating and implementing targeted countermeasures. By carrying out supply chain security management and audits, as well as providing risk and compliance management training and assessments for suppliers, the Company integrates risk management requirements throughout all phases of the supply chain, thereby continuously enhancing its resilience and stability.

Table: Supply Chain Risk Management Measures

<p>Supply chain security management</p>	<ul style="list-style-type: none"> • The Company requires direct and indirect suppliers to sign quality assurance agreements and regularly complete questionnaires. For overseas suppliers, the signing of these agreements is coordinated by indirect suppliers to ensure the fulfillment of their primary responsibilities for quality. • The Company is committed to identifying environmental and social risks within the supply chain, thoroughly implementing corresponding execution and oversight measures. • In compliance with relevant regulations, the Company implements hierarchical control over hazardous chemicals. These materials are transported via dedicated vehicles, with supplier qualifications strictly verified at both the industrial park entrance and the receiving stage, alongside the concurrent collection of Safety Data Sheets (SDS) for the hazardous chemicals.
<p>Supplier audit</p>	<ul style="list-style-type: none"> • For suppliers of critical materials, the Company conducts annual on-site audits covering multiple aspects such as product quality, production capacity, and supply capability. Relevant certificates and qualification documents are systematically archived, and updates are requested for any expired documents to ensure ongoing compliance with the Company's requirements. • The Company conducts on-site safety audits for suppliers of hazardous chemicals and specialty gases. • For overseas suppliers, the Company conducts quality audits through various methods, including on-site audits, virtual audits, and the procurement of third-party audit reports.

2.3.3 Sustainable Supply Chain Management

RemeGen systematically integrates the concept of sustainable development into its supply chain management. Through the *Supplier Management Manual*, the Company establishes clear evaluation requirements for suppliers regarding business ethics, safety, environmental protection, and occupational health, thereby deeply embedding sustainability factors throughout the entire lifecycle of its supplier management system.

2. COMPLIANCE AND INTEGRITY

Table: RemeGen’s Sustainable Supply Chain Management Measures

Dimensions	Management Measures
Compliance	<ul style="list-style-type: none"> The Company enters into the EHS management agreements with all service-related parties providing services in the park, explicitly defining their management responsibilities regarding occupational health, work safety, fire prevention, and environmental protection.
Safety	<ul style="list-style-type: none"> The Company requires suppliers to comply with safety regulations and policies, and to regularly undergo the Company’s supervisory inspections and safety guidance. In 2025, the coverage rate of safety training for suppliers reached 100%.
Anti-corruption	<ul style="list-style-type: none"> The Company persistently conducts audits related to business ethics, implements relevant procurement management policies, regulates employee conduct, and standardizes large-scale procurement activities. The Company regulates suppliers’ anti-corruption behaviors by signing the Commitment to Integrity and Self-discipline with key suppliers. In 2025, the Company signed the Commitment to Integrity and Self-discipline with a total of 168 suppliers.
Environmental Protection	<ul style="list-style-type: none"> The Company encourages suppliers to reduce customized single-use products, optimize outer packaging dimensions, and promote standardized products. Concurrently, the Company is accelerating the development of low-carbon production facilities, such as stainless steel cell culture workshops, to reduce reliance on single-use consumables.

2.3.4 Supplier Empowerment

RemeGen continuously focuses on building supplier capacity. By distributing the newly released *Supplier Management Manual* and questionnaires to key suppliers, the Company empowers them across various ESG-related dimensions, including business ethics standards, EHS management regulations, safety and environmental protection requirements, and occupational health. For suppliers of critical materials within the GMP system, the Company conducts targeted quality training to help them acquire essential knowledge, skills, and resources, thereby enhancing their product quality and sustainable development practices. The Company has joined the Industry Supply Chain Development Forum organized by Enmore and the China Federation of Logistics & Purchasing (CFLP). By collaborating with renowned industry peers to establish a supply chain communication platform, the Company remains dedicated to contributing to the sustainable development of both its own operations and the industry.

Table: Supplier Training Metrics

Metrics	2025 Data
Number of suppliers participating in training (suppliers)	204
Supplier training coverage rate (%)	44
Total hours of supplier training (hours)	2

3. PRODUCTS AND SERVICES

RemeGen regards product quality and safety as the cornerstone of its corporate development. Backed by a rigorous quality control system and sustained R&D innovation, the Company continuously enhances the core competitiveness of its products. We are committed to establishing an efficient and professional customer service system, comprehensively safeguarding customer rights and interests, and delivering premium products and services.

3.1 QUALITY MANAGEMENT

Quality control is the core of ensuring product safety and efficacy. Adhering to the quality policy of “honest drug manufacturing, scientific management, continuous improvement, and the pursuit of excellence”, the Company has established a quality management system covering the entire product lifecycle. By strengthening process controls and cultivating a quality culture, the Company continuously improves its quality management.

3.1.1 Quality Management System

RemeGen strictly complies with the *Medicinal Product Administration Law of the People's Republic of China* and the *Good Manufacturing Practice (2010 Revision)* and its appendices and other laws and regulations, establishes a sound quality management system, and continuously updates our key management procedures according to the Company's internal operations and external regulatory requirements, to ensure that they are in compliance with the requirements of the U.S. Food and Drug Administration (FDA), the European Medicines Agency (EMA), and the National Medical Products Administration (NMPA).

The Company has established a three-level quality document management system in accordance with the *Chinese Pharmacopoeia*, the United States Pharmacopoeia (USP), the European Pharmacopoeia (EP), national standards and industry standards. Through the edoc² document management system, the Company achieves full lifecycle management of quality documents, ensuring data reliability and compliance with GMP requirements. Concurrently, the Company has formulated archive management procedures to safeguard the security, dynamic balance, and traceability of records, thereby continuously elevating its quality management. In 2025, there were a total of 2,183 documents under the quality document management system, including 156 documents in the Quality Assurance Department, 746 documents in the Quality Control Department, 950 documents in the Manufacturing Department, 55 documents in the Materials Control Department, 159 documents in the Engineering Department, and 117 documents in the Information Technology Department. During the Reporting Period, the Company completed 518 document reviews.

3. PRODUCTS AND SERVICES

Table: RemeGen’s Three-level Quality Document Management System

Level 1 documents	Level 2 documents	Level 3 documents
Quality Manuals/Factory Master Documents	Strategic Guidance Documents	Standard Operating Procedures

The Company has established a systematic Periodic Quality Evaluation (PQE) management mechanism, encompassing annual and monthly plans, as well as quarterly and annual summaries. Based on the principles of quality risk management, we conduct comprehensive quality evaluation of validated instruments and equipment, computerized systems, cleaning methods and analytical methods in accordance with the established processes. In 2025, the Company completed a total of 429 Periodic Quality Evaluations (PQEs), effectively ensuring the continuous compliance and stable operation of the quality system.

Table: Main Management Procedures of RemeGen under Quality Management System

Quality Document Management System	Quality Risk Management	Deviation Management	Change Control	Corrective and Preventive Action (CAPA)
Internal Audit	Product Quality Review	Supplier Management	Personnel Training Management	Unqualified Product Management
Complaints	Recall	Material Release Management	Batch Release Management	Authentication Management

The Company conducts an annual review of its quality management system, covering areas such as production management, laboratory management, warehousing and supply chain management, and data integrity, to promptly identify improvement opportunities and ensure the continuous and effective operation of the system. Concurrently, through Product Quality Reviews and Continued Process Verification, we regularly analyze process performance and product quality to ensure that manufacturing processes remain in a controlled state and that product quality strictly complies with registration standards.

3. PRODUCTS AND SERVICES

3.1.2 Full-process Quality Management

RemeGen implements quality control across all stages involved in production and operation, and has created a full lifecycle quality management system for stages from drug research and development and technology transfer to commercial production. With technology transfer as the critical nexus, the system divides the product lifecycle into two distinct stages: research and development (R&D) and commercialization, and formulates corresponding management procedures tailored to the specific characteristics of each stage.

Image: RemeGen's Full Lifecycle Quality Management System



3. PRODUCTS AND SERVICES

Pharmaceutical Development Stage

– **Pre-clinical Stage**

The Company highly emphasizes the assessment of critical quality attributes (CQA) of product candidates, focusing on the efficacy, safety and immunogenicity of the products. By deeply integrating the Quality Target Product Profile (QTPP) with product trial data, it provides strong support for key subsequent stages such as product development, process optimization and process validation. During the Reporting Period, we updated the CQA assessment management document (*Management Procedure for QTPP and CQA Risk Assessment During R&D*), further refining the product quality research system from science – and risk-based perspectives.

– **Non-pivotal Clinical Stage**

Based on the principles of risk assessment, scientific decision-making, product quality assurance, and system compliance, RemeGen has established a systematic non-pivotal clinical stage quality management system, which covers six core modules: production system, facilities and equipment system, laboratory control system, material management system, packaging and labelling system, and quality assurance system, achieving end-to-end quality control. In addition, in alignment with the specific characteristics of non-pivotal clinical stage, the Company systematically identifies and controls critical factors that may impact product quality, ensuring the continuous optimization of the system in terms of conformity, effectiveness, and suitability. While ensuring product quality and subject safety, this system effectively supports the efficient advancement of clinical trials.

– **Clinical Study Stage**

The Company continuously optimizes its clinical quality management system. In 2025, it comprehensively advanced the re-review and revision of system documents, encompassing key documents such as the *Clinical Trial Site and Investigator Screening Report*, the *Monitoring of Safety Event Handling and Reporting*, and the *Clinical Research Quality Manual*, which further enhanced the operability of key processes, such as safety event reporting, and strengthened the Company's quality control capabilities. Concurrently, the Company established a Risk-Based Quality Management (RBQM) and data monitoring platform, which integrates four major modules: enrollment and dropout monitoring, adverse event monitoring, protocol deviation analysis, and site risk assessment. By enabling the proactive identification of and timely intervention in high-risk sites, this platform comprehensively ensures risk controllability during the clinical research phase and the smooth progression of projects.

3. PRODUCTS AND SERVICES

Technology Transfer Stage

– **Packaging Material Compatibility**

The Company continuously optimizes the development of packaging material compatibility research platform and packaging material database to strongly support the screening of suppliers of packaging materials, process components and auxiliary materials to fully ensure the safety and stability of packaging materials of drugs.

Development of compatibility research platform

The compatibility study of five packaging system projects and more than 2,000 production process component systems have been carried out to facilitate post-marketing and clinical-phase process variations, with all successfully passing regulatory audits.

Development of packaging material database

The E&L toxicology database for packaging materials within the compatibility platform has been expanded to include over 100 compounds, thereby accelerating the compatibility and safety assessment process for SUS and packaging materials. The packaging material database has been expanded to 1,628 E&L compounds, which accelerates the pre-screening of suppliers of packaging material/SUS/auxiliary materials, thereby controlling product safety from the source.

Expansion of testing technology platform

The Company further refined its SEM and EDS platform, which facilitates foreign substance identification, inner surface inspection of packaging materials, and material surface analysis, while assisting the development department in process optimization, as well as in investigating anomalies within development and stability samples.

3. PRODUCTS AND SERVICES

Commercial Production Stage

– **Quality control during production process**

The Company has established a quality control mechanism covering the entire product lifecycle to ensure that various testing, stability studies, and environmental monitoring activities during the production process are conducted systematically, yielding reliable data and controllable results. In 2025, the QC laboratory successfully completed the functional validation and launched several modules within the Laboratory Information Management System (LIMS), including analytical sample management, retention sample management, inventory management, stability management, as well as environmental and water system monitoring, thereby taking the initial steps toward network-based management. Concurrently, the Electronic Laboratory Notebook (ELN) system has also completed validation and been implemented for commercialized products, further enhancing the standardization and traceability of laboratory data management.

Table: RemeGen’s Product Quality Control Mechanism

Type	Details
Environmental monitoring	Based on production schedules, the Company formulates an annual monitoring plan to conduct regular monitoring of critical control points, including cleanroom environment, water system, process gas, and pure steam, thereby ensuring the production environment consistently meets requirements. Annual monitoring data is utilized to generate trend analysis report, supporting the continuous assessment and improvement of environmental controls.
Product testing	Upon the completion of respective processes, production workshops initiate testing requests in accordance with established procedure and deliver samples to the QC laboratory. The laboratory conducts tests based on predetermined quality standard and testing procedure. Upon completion, test reports are generated, serving as the basis for product release and quality assessment.
Stability study	In accordance with the stability study plan, the Company conducts sample testing at predefined time points to continuously track quality changes of products under various storage conditions. Testing data is systematically compiled, and summary reports are generated upon the conclusion of the study cycle to support the determination of product shelf life and product quality reviews.

3. PRODUCTS AND SERVICES

– ***Production and inspection supervision***

The Company has established and continuously refines a quality management system tailored for the commercialization stage, regularly conducts system reviews and closely monitors domestic and international regulatory developments to promote the effective operation and continuous improvement of the system. During production and inspection processes, the Company implements end-to-end quality supervision, ensuring that all operations comply with GMP requirements and are effectively executed, thereby guaranteeing that product quality remains stable, safe, and controllable.

The Company responds promptly to quality issues identified during production and inspection processes, and drives closed-loop management for such issues through mechanisms such as deviation management, change control, and Corrective and Preventive Action (CAPA). Simultaneously, we organize the validation and confirmation of critical aspects, including processes, equipment, and systems, and reviews validation protocols and reports to ensure data is scientific and reliable.

We have also established release control procedures for materials and products, ensuring that all items entering production or placed on the market undergo compliance approval, thereby achieving end-to-end quality control from source to finished product.

– ***Post-marketing risk management***

The Company has established a risk management mechanism covering the entire drug lifecycle, including procedures for drafting post-marketing risk management plans, managing risk self-inspection reports, and overseeing post-marketing product quality monitoring, ensuring that risks are controlled across all stages from registration and production to storage, transportation, and clinical use. Through systematic management, the Company regularly conducts risk self-inspections and reports relevant information, monitors product shipping traceability and external quality information, and continuously optimizes drug risk management to safeguard the safety, efficacy, and quality controllability of pharmaceutical products.

– ***Product Recall***

The Company has established a comprehensive product recall management system encompassing recall classification criteria, timeframe requirements, types, and full-process operational procedures, and verifies the system's effectiveness through regular mock recalls. Based on the impact on the health of patients, recalls are classified into three levels: Class I, Class II, and Class III. Depending on the initiating party, they are categorized into voluntary recalls and mandatory recalls. In 2025, RemeGen did not experience any product recalls.

3. PRODUCTS AND SERVICES

Table: RemeGen’s Product Recall Procedures

Stage	Description
Initiation	Organize an initiation meeting for all departments to clarify the responsibilities of each department and initiate the recall;
Execution	Formulate the recall plan and notice, review the acceptance of the recalled products, follow up the progress of the recall, and report the progress of the recall to the relevant departments;
Acceptance	Accept the recalled product, check the outer packaging, transportation data and traceability information of products, and review and confirm the acceptance;
Summarization	Draft and sign off on the recall report, systematically summarize the recall and establish closed-loop management record.

3.1.3 Quality Compliance Audit

RemeGen has established and systematically implements internal and external audit mechanisms to proactively identify, assess, and mitigate potential risks throughout the entire quality management lifecycle, ensuring the efficient operation of its quality system through multi-dimensional measures.

Internal Audit and Oversight

RemeGen strictly complies with domestic and international pharmaceutical regulations and industry requirements, carries out internal audits at least once a year, covering core areas such as organization and personnel, plants and facilities, document management, production management, quality management, as well as warehousing and transportation, thereby ensuring the compliant operation of the quality management system. In 2025, the Company conducted a total of 5 internal audits. For issues identified during the audits, the Company formulated specific rectification plans and completed the rectifications on schedule, ensuring that the quality management system continuously meets regulatory requirements.

Table: Procedure of RemeGen for Internal Audit

Preparation	<ul style="list-style-type: none"> Formulate internal audit implementation plan, defining audit scope and timeline Organize the initial meeting to communicate audit bases, objectives, and task allocations
Execution	<ul style="list-style-type: none"> Conduct internal audits through on-site inspections, personnel interviews, and document/record reviews
Results Management	<ul style="list-style-type: none"> Prepare internal audit reports, and submit them to the management for review and to the head of quality for approval

3. PRODUCTS AND SERVICES

In 2025, the inspection team of the Company's Quality Department adopted a risk-based inspection strategy. Integrating Environment, Safety, and Health (ESH) management requirements, the team conducted systematic inspections focusing on four core areas: subject safety, data integrity, environmental responsibility, and operational compliance. Inspections throughout the year included routine planned inspections, targeted inspections during the data cleaning phase, and site close-out inspections, ensuring that quality risk control spans the entire lifecycle of clinical trials. During the Reporting Period, clinical department I conducted a total of 101 inspections across 6 projects.

External Audit and Oversight

The Company actively cooperates with various inspections conducted by regulatory authorities and regularly engages professional audit consulting firms to continuously elevate its manufacturing quality management. All plants, facilities, and equipment used for production and testing are put into operation only after completing qualification or validation strictly in accordance with relevant regulatory requirements. Furthermore, a continuous monitoring mechanism has been established to ensure their validated status remains controlled and effective. During the Reporting Period, the Company successfully passed the pharmaceutical manufacturing license inspection for newly built workshops, on-site registration inspections, and various supervisory inspections. Concurrently, it successfully achieved ISO 9001 Quality Management System recertification, fully demonstrating the standardization, systematic nature, and continuous improvement capability of its quality management system.

In 2025, the Company underwent 5 external audits and successfully passed all of them. Corrective and preventive actions were formulated for all issues identified during these inspections, with closed-loop rectifications fully completed. Meanwhile, samples drawn for the post-marketing change applications of Disitamab Vedotin for Injection and Telitacicept for Injection were tested by the National Institutes for Food and Drug Control (NIFDC). The results fully complied with current product quality standards, robustly demonstrating the stability and controllability of the products' quality.

3.1.4 Quality Culture

RemeGen continuously advances its quality capacity building. By leveraging systematic training and continuous improvement mechanisms, the Company comprehensively enhances the quality awareness and professional expertise of all employees.

Regarding specialized quality management training, the Company organized 13 professional sessions throughout the year. The curriculum covered core subjects such as practical microbiology skills, GC hardware troubleshooting, contamination control strategies for sterile products, process validation, key considerations for cleaning validation and analytical method validation, standard operating procedures for liquid chromatography systems, and the application of activity assays as guided by the *Chinese Pharmacopoeia*. These sessions significantly elevated the professional capabilities of personnel in key positions.

Additionally, the Company completed training on over 2,440 quality system documents over the year, spanning critical areas such as quality management, production management, and supplier management. This ensured consistency in the understanding and execution of documented procedures, providing robust support for the effective operation of the quality management system.

3. PRODUCTS AND SERVICES

3.2 CUSTOMER SERVICES

With customer value at its core, RemeGen establishes diversified communication mechanisms and systematically manages safety events and adverse reactions. Meanwhile, the Company actively contributes to lowering healthcare costs and is committed to providing high-quality products at reasonable prices, thereby comprehensively enhancing service value and healthcare accessibility.

3.2.1 Customer Service System

RemeGen adheres to a customer-first philosophy, continuously optimizing communication mechanisms and service workflows while strengthening its complaint and adverse reaction reporting systems. Through efficient responses and targeted services, the Company consistently enhances customer satisfaction, committing to providing a more stable and high-quality comprehensive service experience.

Pharmacovigilance System

RemeGen has established a drug safety committee to comprehensively coordinate core functions such as major risk assessment, emergency drug event response, and risk control decision-making. In 2025, the Company continued to deepen the development of its pharmacovigilance system. Building upon the existing framework, the *Company improved the Drug Safety Committee Management Measures*. In alignment with regulatory requirements and operational needs, it newly formulated and revised several core system documents, including the *RemeGen Pharmacovigilance Quality Management System*, the *Standard Operating Procedure for Monitoring and Reporting Suspected Adverse Reaction Information*, and the *Standard Operating Procedure for Signal Detection*, thereby further solidifying its institutional framework.

Concurrently, the Company actively explores the application of automation and artificial intelligence in pharmacovigilance. It co-developed six major functional modules with the supplier of the electronic pharmacovigilance data system (ARGUS), including the automated entry of individual case reports, public mailbox monitoring services, a cluster signal platform, an automated case narrative drafting platform, a BI analysis platform, and data acquisition and automated system import from the national adverse event monitoring system. This system significantly improves pharmacovigilance efficiency and optimizes human resources. By enabling data visualization, it enhances the accuracy and efficiency of safety monitoring and risk signal analysis. Additionally, it assists in compliance inspections to promptly detect deviations and drive the compliant operation of the system.

Complaint Management Mechanism

RemeGen has established a systematic customer communication mechanism, actively responding to customer inquiries through a dedicated hotline. The Company has formed a specialized team responsible for the receipt, classification, and routing of customer complaints, creating a standardized handling workflow. In 2025, the Company received zero product quality-related complaints for its commercialized products.

3. PRODUCTS AND SERVICES

Table: RemeGen Customer Complaint Handling Workflow

Stage	Handling Method
Receipt and Classification	The Company assigns dedicated hotline operators and quality personnel to receive customer complaints and conduct preliminary classification, categorizing them into quality complaints, non-quality complaints, medical complaints, and general inquiries.
Routing and Handling	Based on the complaint category, issues are routed to relevant professional departments such as R&D, production, quality management, or sales for targeted resolution.
Result Feedback	The Company commits to providing clear feedback on the handling results to customers within a specified timeframe, ensuring complaints are responded in a prompt and effective manner.
Annual Review and Analysis	The Company conducts a comprehensive review of product complaints annually to track the incidence rate and severity of complaints, enabling in-depth analysis of high-frequency issues.
Formulation of Improvement Measures	The Company formulates and implements corresponding improvement measures to address identified high-frequency issues, ensuring the continuous optimization of service quality.

3.2.2 Responsible Marketing

RemeGen strictly complies with laws and regulations such as the *Medicinal Product Administration Law of the People's Republic of China*, the *Regulations for the Implementation of the Drug Administration Law of the People's Republic of China*, the *Advertising Law of the People's Republic of China*, the *Guidelines for Compliance Management of Enterprises' Overseas Operations*, and the *Guidelines for Compliance with Risks of Pharmaceutical Enterprises in Preventing Commercial Bribery*. The Company updated internal policy documents such as the *Detailed Rules for the Implementation of the Code of Conduct for the Academic Promotion of Drugs*, and issued the *Supplementary Provisions on Promotional Conferences*. These updates further standardize the content and retention of supporting materials used to verify the authenticity of academic conferences, thereby optimizing the control mechanism for responsible marketing.

The Company has established the Marketing Compliance Committee to comprehensively coordinate compliance supervision and responsible marketing management, strengthen process controls, and elevate management effectiveness. To this end, through event approvals and unannounced inspections, we conduct risk screenings throughout the entire lifecycle of marketing activities to effectively prevent compliance risks. In 2025, all employees in the Company's Marketing Center signed the *Compliance Commitment Letter*, clearly defining behavioral boundaries, implementing requirements for fair competition and compliant performance of duties, and eradicating any form of fraud.

3. PRODUCTS AND SERVICES

Table: RemeGen Responsible Marketing Management Measures

Management Measure	Details
Pre-Approval of Academic Activities	The Marketing Compliance Department conducts preliminary reviews of academic activity proposals based on various compliance policies. These reviews focus on assessing the authenticity, rationality, and compliance of the activities to ensure they align with the Company’s code of conduct and regulatory requirements.
Unannounced Inspections (In-Process Oversight)	The Company conducts unannounced inspections based on the total volume of activities through on-site meeting observations. The focus is on verifying whether the disbursement of service fees is compliant, whether the meeting content is academically oriented, and whether there are risks of improper benefit transfer. Non-compliant items are subjected to budget deductions and tiered warnings. Rectification requirements are promptly provided as feedback, simultaneously communicated to the business division, and reported to management.
Post-Event Review and Closed-Loop Risk Management	Post-event reviews are conducted for key academic activities to evaluate execution effectiveness and compliance implementation, driving the rectification of identified issues.
Disclosure of Whistleblowing Channels	The Company publicizes whistleblowing email addresses, hotlines, and online reporting portals on internal platforms to ensure unhindered reporting pathways, fostering a transparent and trustworthy culture of compliance.

The Company actively promotes responsible marketing through advocacy and education, regularly delivering targeted training for all employees, new hires, and personnel at all levels within the Marketing Center to foster a strong culture of compliant marketing. In 2025, we delivered 102 online and offline general skills training sessions for all marketing personnel, reaching over 3,200 attendances. Concurrently, we conducted 41 monthly online and offline compliance communication training sessions across all levels of the marketing team, with over 1,900 attendances.

3. PRODUCTS AND SERVICES

3.2.3 Information Security and Privacy Protection

RemeGen highly values information security and customer privacy protection, strictly fulfills its information protection responsibilities, ensures compliance throughout the entire data processing lifecycle, and firmly eradicates the risks of data loss and leakage.

Information Security Management System

The Company continuously improves its information security management framework. Through a clearly structured management model, it defines the working mechanisms and requirements for information security, effectively ensuring the implementation of information security initiatives.

Table: RemeGen Information Security Management Structure

Level	Member	Responsibilities
Decision-making	Informatization Working Committee	Serves as the decision-making body for the Company's informatization initiatives, reporting to the Executive Operations Meeting. It uniformly leads, arranges, and coordinates the strategic layout, development planning, and implementation processes of the Company's informatization.
Execution	Information Security Working Group	Specifically responsible for building the information security system and implementing various security measures, effectively ensuring the stable operation of information systems and data security.

The Company strictly complies with the *Personal Information Protection Law of the People's Republic of China*, the *Consumer Rights Protection Law of the People's Republic of China* and other relevant laws and regulations, and formulates internal management policies such as the *Commercial Customer Management Regulations*, the *Customer File Management Regulations*, and the *Data Security Management Regulations*, continuously standardizing information management processes and consolidating the institutional foundation for information security.

The Company has established a comprehensive defense system characterized by the "integration of technology and management, and closed-loop process". This creates a highly efficient security protection mechanism driven by the synergy of technology and management, as well as the alignment of processes and responses, significantly enhancing its overall capability to respond to security incidents.

3. PRODUCTS AND SERVICES

Table: RemeGen Information Security Defense System

Type	Details
Technical Protection	Deploys security tools such as situational awareness and intrusion detection, and subscribes to Managed Security Services (MSS) to achieve real-time monitoring and anomaly alerts for network and system activities.
Handling Mechanism	The Information Security Working Group is responsible for the preliminary analysis and classification of security alert events, ensuring timely responses and accurate handling.
Information Ledger	Continuously maintains and dynamically updates the information system management ledger, ensuring that in emergencies, system owners can be quickly located and contacted efficiently.
Emergency Response	Upon the occurrence of sudden security incidents, a standardized emergency response process is immediately activated. The six steps of "Detection, Identification, Isolation, Recovery, Forensics, and Reporting" are strictly executed to achieve closed-loop management and minimize the impact of the incidents.

In 2025, the Company published a total of 15 security knowledge documents through a dedicated column on the OA system, and organized all staff in the Information Technology Department to complete the *Network Data Security Awareness Training*, effectively enhancing employees' risk prevention capabilities. We also conducted emergency drills for key systems such as ERP and OA, comprehensively testing the effectiveness of contingency plans and generating complete drill reports. This further refined the emergency response mechanism, providing a strong guarantee for the safe and stable operation of the Company's information systems. In 2025, the Company conducted 4 security policy inspections, with zero anomalies identified.

Subject Information Protection

RemeGen fully respects and protects the personal information rights of clinical trial subjects. We continuously strengthen the compliance management of personal information in clinical trials, ensuring that the entire data processing lifecycle complies with legal and regulatory requirements. The Company has formulated internal management policies such as *Researcher Folder Monitoring*, the *Project Document Management*, the *IWRS and EDC System Testing and Release*, the *Preparing of Informed Consent*, and *Management of System Users* according to relevant laws and regulations. In 2025, the *Trade Secret Management and Operating Procedures for Clinical Research Department I* was newly established to guide personnel across various sub-departments in managing confidential work in their daily operations. prior to the commencement of projects and throughout the entire clinical trial process, the Company standardizes the collection, use, and protection of subjects' personal information, and has established a robust emergency response mechanism for privacy breaches to effectively prevent information leakage risks.

3. PRODUCTS AND SERVICES

Table: RemeGen's Subject Protection Measures

Stage	Description
<p>Prior to the commencement of projects</p>	<ul style="list-style-type: none"> Documents, records, forms and data collection system prior to the commencement of projects of the Company should not include any personal privacy and information of the subjects. When preparing the image collection operation documents, the subjects' images are clearly required to undergo desensitization treatment for sensitive personal information with a unique number as the identity for the subjects; Desensitization should be done in third-party suppliers' system to ensure personal information is secure and controllable.
<p>During the test</p>	<ul style="list-style-type: none"> The electronic version of the necessary documents can be sent back to the sponsor by email only after the CRA conducts monitoring and confirms that relevant documents involve no personal information and privacy of the subjects; To effectively protect the personal information of the subjects, CTA will review the returned project documents to confirm they don't contain any personal information and privacy.
<p>Emergency response plan after privacy breaches</p>	<ul style="list-style-type: none"> After privacy breaches occur, CTA shall timely report to the functions at upper level, and delete emails and downloaded files (if involved); the relevant superiors will investigate the cause of the incident, the leaked content and the severity of the damage etc., and order rectification according to the important circumstances of the incident and the details on the responsible persons.

3.2.4 Access to Medicines

Leveraging its R&D advantages, RemeGen is committed to developing innovative drugs that are both efficacious and accessible, advancing its cutting-edge achievements to the global market.

Pricing of drugs

RemeGen strictly complies with the *Medicinal Product Administration Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and other relevant laws and regulations, and sets the price of drugs based on the principles of fairness and reasonableness, honesty and credit, and the alignment between quality and price. At the same time, the Company takes the initiative to participate in the negotiation for national health insurance prices to help realize the accessibility and affordability of innovative drugs.

3. PRODUCTS AND SERVICES

In the post-marketing sales of drugs, the Company strictly complies with the relevant regulations of authorities of the State Council in charge of drug pricing, and actively cooperates with drug distributors, healthcare institutions in the supervision and monitoring of drug prices. We resolutely prohibit practices such as profiteering, monopoly pricing, fraud and price gouging to ensure that the drugs are uniformly priced nationwide to maintain the stability of the drug price order.

The Company actively participates in the declaration of the adjustment of the national health insurance catalog, and scientifically determines the health insurance payment standard through face-to-face negotiation with experts of the healthcare security administrations. This initiative effectively meets the clinical therapeutic needs and patients' expectation for innovative biopharmaceuticals, and significantly reduces patients' financial burden. Meanwhile, the Company continuously ensures that healthcare institutions provide drug price lists to prescription patients to effectively protect patients' right to know and right to choose.

Logistics transportation guarantee

RemeGen consistently places drug quality, safety, and stable supply at its core, strictly complies with the *Medicinal Product Administration Law of the People's Republic of China* and relevant regulatory requirements, and continuously optimizes its drug manufacturing and logistics transportation systems. The Company has established a comprehensive supplier risk assessment mechanism, evaluating partners' qualifications across multiple dimensions from delivery capability, quality control, and R&D support to issue responsiveness to ensure supply chain resilience and reliability.

For transportation, the Company has forged strategic partnerships with leading domestic pharmaceutical cold-chain logistics enterprises. It regularly conducts compliance audits and transportation process validations that comprehensively cover temperature control monitoring, route management, and emergency response mechanisms. This achieves efficient and precise nationwide drug distribution, effectively guaranteeing medication accessibility and treatment continuity for patients.

Regional medical support

RemeGen actively fulfills its corporate social responsibility, and is committed to enhancing global public healthcare and promoting equitable access to medical resources. The Company continuously engages in international exchange and cooperation, supporting underdeveloped countries and regions in building local drug R&D and manufacturing capabilities to help improve medical conditions.

The Company has successfully established the national core expert platform in the breast field and the PRaG radiotherapy innovation collaboration network in China, systematically enhancing the academic understanding and clinical practice capabilities of key regional experts. Through regular visits and in-depth interactions, it ensures the precise dissemination of cutting-edge oncology diagnosis and treatment information, product scientific data, and the latest research progress. Meanwhile, the Company has set up a professional support mechanism to promptly address experts' academic inquiries during clinical applications, fostering a technical exchange ecosystem that integrates "industry, academia, research, and application".

3. PRODUCTS AND SERVICES

The Company actively participates in the development of authoritative domestic and international academic organizations. Maintaining deep cooperation with academic bodies such as the Chinese Society of Clinical Oncology (CSCO) and the National Clinical Research Center for Rheumatologic and Immunologic Diseases (NCRC-RAD), it continuously conducts expert training and exchanges, academic seminars, and clinical support in fields including gastric cancer, bladder cancer, breast cancer, cervical cancer, and rheumatology/immunology, constantly elevating regional medical professional standards. By publishing a series of thematic popular science articles, we focus on major diseases such as gastric cancer, arthritis, Sjögren's syndrome, myasthenia gravis, systemic lupus erythematosus (SLE), kidney disease, and cancer. These efforts aim to popularize disease awareness and advocate for early intervention and scientific treatment. The content covers expert interviews, interpretations of cutting-edge research, and patient care, helping to enhance public health awareness and patients' quality of life.

Case



RemeGen Launched the 2025 China Systemic Lupus Erythematosus (SLE) Standardized Diagnosis and Treatment Center Construction Project

In 2025, RemeGen, in collaboration with authoritative institutions such as the National Clinical Research Center for Rheumatologic and Immunologic Diseases and the Rheumatology Branch of the Chinese Medical Association, launched the China Systemic Lupus Erythematosus (SLE) Standardized Diagnosis and Treatment Center Construction Project (COE). Led by 41 demonstration centers, the project established 126 standardized diagnosis and treatment centers, building a three-tier collaborative network of "demonstration, certification, and collaboration".

During the Reporting Period, the project organized over 100 academic events, reaching more than 3,000 physicians. It deepened inter-hospital exchanges with municipal and primary hospitals, continuously amplifying regional radiation effects and channeling high-quality medical resources to grassroots levels. By leveraging key centers to drive broader development, the project supported lower-tier hospitals in comprehensively elevating their standard of SLE diagnosis and treatment.



Image: COE Project Progress and Summary Meeting of the National Clinical Research Center for Dermatologic and Immunologic Diseases

3. PRODUCTS AND SERVICES

3.3 TECHNOLOGICAL INNOVATION

RemeGen prioritizes technological innovation as the core driving force for our development, and is committed to achieving breakthroughs in the biopharmaceutical field. The Company continuously refines its R&D system, cultivates a specialized, high-caliber scientific research team, strictly abides by R&D ethics, and consistently bolsters its differentiated innovation capabilities to drive the translation and application of scientific achievements.

3.3.1 Technological Innovation Achievements

RemeGen remains steadfast in independent forward-looking R&D, continuously building a full-lifecycle innovation system while strengthening intellectual property protection and the synergy of its technology platforms. By increasing investments in scientific research and talent development, the Company constantly elevates its R&D translation efficiency and capability for long-term value creation, consistently delivering trusted health value to patients and customers.

Innovation Capability

Regarding its product pipeline, RemeGen is committed to developing biologics with novel targets, significant innovation, and clinical potential. Focusing on major global disease areas, the Company has built a robust product pipeline characterized by market competitiveness and differentiated advantages. In addition, the Company has built a fully-integrated, end-to-end innovative biopharmaceutical R&D and industrialization system, which covers all key aspects of drug R&D and industrialization, including drug discovery, preclinical pharmacology, process and quality development, clinical development, and scale production in compliance with GMP.

- **Telitacicept:** The world's first and first-in-class BLYS/APRIL dual-targeting recombinant TACI-Fc fusion protein for B-cell mediated autoimmune diseases;
- **Disitamab Vedotin:** China's first independently developed innovative ADC drug, and the first Chinese ADC product worldwide to receive Breakthrough Therapy Designation from the U.S. FDA, targeting solid tumors with high unmet needs;
- **RC28:** A potential first-in-class VEGF/FGF dual-targeting fusion protein, strategically positioned in the high-growth sector of ophthalmic diseases;
- Multiple investigational programs are in clinical and preclinical stages, continuously enriching the innovative product portfolio.

Regarding the team, the Company has a visionary and globally-minded expert management team. Core members each possess over 20 years of experience in the multinational pharmaceutical industry, with hands-on expertise spanning the entire value chain of innovative drug R&D, clinical development, registration, and commercialization. The team spearheads the formulation and execution of global strategies, continuously advancing the international application of innovative achievements, and providing robust strategic guidance and organizational support for the Company's R&D capabilities, translational capacity, and sustainable development. As of the end of 2025, the Company's R&D headcount reached 864, accounting for 26.65% of the total workforce, further strengthening its reserve of innovative talent. In the same year, the Company's total R&D investment amounted to RMB1,218,748,679.23.

3. PRODUCTS AND SERVICES

Technology Platform

RemeGen has established and continuously improved four core technology platforms with independent intellectual property rights: antibody and fusion protein platform, the antibody drug conjugate (ADC) platform, the hinge-insertion bispecific antibody (HiBody) platform, and bispecific antibody ADC platform. They have significantly enhanced early-stage molecule discovery and screening capabilities in the R&D of innovative biologics, continuously driving the development of innovative molecules with novel structures and mechanisms of action, and providing robust technical support for the creation of breakthrough drugs.

Table: RemeGen's four core technology platforms

Technology Platform	Function
Antibody and fusion protein platform	<ul style="list-style-type: none"> Primarily used for the discovery and development of novel monoclonal antibodies and fusion protein drugs, involving expertise such as bioinformatics-assisted protein design and protein engineering; Utilized to conduct antibody/fusion protein drug screening, as well as protein engineering research; Combines bioinformatics and protein engineering to enhance the biological activity of fusion proteins, yielding functional biological macromolecules.
Antibody drug conjugate (ADC) platform	<ul style="list-style-type: none"> Used for the discovery, development, and manufacturing of ADC drugs, encompassing key technologies such as antibody synthesis, linkers, and small-molecule cytotoxins; Continuously optimizes ADC molecular structures and utilizes proprietary bridging conjugation technology to generate highly homogeneous ADC products.
Hinge-insertion bispecific antibody platform	<ul style="list-style-type: none"> Focuses on the discovery and development of bispecific antibodies; Based on the bispecific antibody platform, the developed candidate drugs are intended for oncology treatment and have all demonstrated significant biological activity in preclinical studies.
Bispecific antibody ADC platform	<ul style="list-style-type: none"> Primarily used for the discovery and development of bispecific ADC drugs; Explores next-generation toxins, linkers, and site-specific bridging technologies to build a next-generation ADC platform, enhancing the safety and efficacy of ADC drugs.

3. PRODUCTS AND SERVICES

Current R&D Projects

RemeGen insists on building a full lifecycle drug registration system as the foundation, and systematically advances the development of clinical indications and the declaration of changes in marketed products with the goal of registration to fully ensure the efficiency and compliance of the registration process, and continuously provide patients with safe, effective and accessible drug solutions.

Table: Progress of RemeGen’s Current R&D Projects in 2025

Project Name	Project Progress
RC18	<ul style="list-style-type: none"> Successfully achieved market approval for the new indication of gMG in China, and completed BLA submissions for two new indications in China: IgA nephropathy and primary Sjögren’s syndrome (pSS); Successfully obtained Orphan Drug Designations in Japan and the United States; completed the major CMC process change submission for the global multi-center Phase III clinical trial of gMG on schedule, and initiated drug substance process validation as planned; accomplished key milestone tasks, including facility design, construction, equipment procurement, and process development, for the new stainless steel production line project at the Class 10,000 antibody drug substance facility as planned; This project reached an out-licensing (BD) agreement with Vor Biopharma for overseas markets in June 2025.
RC28-E	<ul style="list-style-type: none"> Accelerated the BLA process for three indications at full speed. The BLA for the DME indication was successfully submitted on September 22, 2025; the wAMD indication completed the exit of the last subject in its Phase III clinical trial; the DR indication completed its Phase II clinical trial, with a clearly defined BLA submission strategy. This project reached an out-licensing (BD) agreement with Santen Pharmaceutical (Japan) on August 19, 2025.
RC48	<ul style="list-style-type: none"> Successfully achieved market approval for the indication of HER2-high expressing breast cancer with liver metastasis, and accomplished the BLA submission targets for first-line urothelial carcinoma and HER2-low expressing breast cancer; Defined the first-line Phase III clinical development strategy for HER2-low/intermediate and HER2-high expressing gastric cancer, and initiated clinical trials as planned; completed the site change submission for the addition of Building K on schedule.

3. PRODUCTS AND SERVICES

Project Name	Project Progress
RC148	<ul style="list-style-type: none"> Efficiently completed Phase II clinical data analysis and EOP2 communications for first – and second-line non-small cell lung cancer (NSCLC) indications; clearly defined the clinical development strategy for the C301 and C303 studies, and formulated the BLA submission plan for NSCLC indications; Completed IND submission in the U.S., successfully securing FDA clearance for the Phase III trial in second-line NSCLC.
RC278	<ul style="list-style-type: none"> Submitted the IND application 15 days ahead of original schedule. Within 20 days of receiving IND clearance, successfully achieved First-in-Human (FIH) dosing, thereby meeting project targets ahead of schedule. The Phase I/II clinical study as a monotherapy for solid tumors is progressing smoothly.
RC288	<ul style="list-style-type: none"> Passed the project initiation review and was officially launched on March 28, 2025, with the optimal molecule identified. Completed pre-IND CMC development and pharmacology/toxicology-related studies as planned, establishing a clear strategy to submit the IND application via the 30-day clearance pathway.

Case



Phase III Clinical Data of Telitaccept for Generalized Myasthenia Gravis Released, Showing Significant Patient Improvement

At the 2025 American Academy of Neurology (AAN) Annual Meeting, the Phase III study results of Telitaccept (RC18) independently developed by RemeGen for the treatment of generalized myasthenia gravis (gMG) were orally presented as a “latest groundbreaking research”. Data revealed that after 24 weeks of treatment, 98.1% of patients achieved an improvement of ≥ 3 points in their MG-ADL scores, positioning its efficacy at the forefront among similar drugs globally. Currently, the Company is actively advancing global multi-center Phase III trials of Telitaccept for gMG, aiming to further validate its efficacy and safety across a broader population, thereby holding the potential to provide optimal therapeutic options for patients worldwide.

3. PRODUCTS AND SERVICES

Case

IND Application for RemeGen's Novel ADC Drug RC278 Officially Accepted

At the 2025 American Academy of Neurology (AAN) Annual Meeting, the Phase III study results of Telitacicept (RC18) independently developed by RemeGen for the treatment of generalized myasthenia gravis (gMG) were orally presented as a "latest groundbreaking research". Data revealed that after 24 weeks of treatment, 98.1% of patients achieved an improvement of ≥ 3 points in their MG-ADL scores, positioning its efficacy at the forefront among similar drugs globally. Currently, the Company is actively advancing global multi-center Phase III trials of Telitacicept for gMG, aiming to further validate its efficacy and safety across a broader population, thereby holding the potential to provide optimal therapeutic options for patients worldwide.

Case

Successful Formulation of Proposed Quality Standards for Disitamab Vedotin

In 2025, the Company successfully completed the proposed quality standards for Disitamab Vedotin and drafted the accompanying explanatory notes, paving the way for its inclusion in the supplement to the 2025 edition of the *Chinese Pharmacopoeia* (ChP). This achievement not only fills the gap in domestic quality standards for ADC drugs, establishing a unified and authoritative national standard for domestic innovative drugs for the first time, but also lays a solid foundation for the standardized development of future ADC drugs and their alignment with international standards, carrying profound industry-leading and milestone significance.

3.3.2 Industry Exchange

Valuing industry synergy and open innovation, RemeGen actively participates in high-level domestic and international academic conferences. The Company continuously deepens its collaboration with universities and research institutions to actively promote the integration of industry, academia, and research.

3. PRODUCTS AND SERVICES

Case

Ten Breakthrough Achievements of Telitacept Featured at the 68th Annual Meeting of the Japanese Society of Nephrology

In June 2025, the 68th Annual Meeting of the Japanese Society of Nephrology (JSN) was held in Yokohama, where Telitacept (RC18) independently developed by RemeGen was featured in 10 latest studies. These studies covered indications including IgA nephropathy, lupus nephritis, Sjögren's syndrome, and post-renal transplant recurrence. By dually inhibiting BLYS and APRIL, the drug demonstrated significant potential in immunomodulation and renal protection. The concentrated presentation of these research findings highlighted the international influence of Chinese innovative drugs in the field of nephrology.

Case

Disitamab Vedotin Comprehensively Included in the CSCO Guidelines for the Diagnosis and Treatment of Urothelial Carcinoma (2025 Edition), Reflecting High Authoritative Recognition of RemeGen's Innovations

During the "Urothelial Carcinoma Session" at the 28th Chinese Society of Clinical Oncology (CSCO) Annual Meeting held on September 12, 2025, the *CSCO Guidelines for the Diagnosis and Treatment of Urothelial Carcinoma (2025 Edition)* were officially released. Leveraging its outstanding efficacy and safety profile, Disitamab Vedotin, originally developed by RemeGen, secured three new critical recommendation updates, achieving comprehensive guideline coverage for this indication:

- First-line treatment for metastatic urothelial carcinoma of the bladder (mUC): The recommendation level was upgraded from Level III to Level II, covering the entire cisplatin-eligible population with Category 2A evidence;
- First-line treatment for metastatic upper tract urothelial carcinoma (mUTUC): The recommendation level was upgraded from Level III to Level II, covering the entire cisplatin-eligible population with Category 2A evidence;
- Neoadjuvant treatment for muscle-invasive bladder cancer (MIBC): Included in the guidelines for the first time as a Level III recommendation with Category 3 evidence.



Image: CSCO Guidelines for the Diagnosis and Treatment of Urothelial Carcinoma (2025 Edition)

3. PRODUCTS AND SERVICES

Case

RemeGen Collaborated with Over 100 Centers Nationwide to Launch the Real-World Study of Telitacept for MG

On October 26, 2025, RemeGen participated in the kick-off meeting for the national multi-center real-world study (TAMP) of Telitacept in the treatment of myasthenia gravis (MG). Spearheaded by Xuanwu Hospital of Capital Medical University, this meeting is being jointly advanced in collaboration with approximately 100 medical centers nationwide. The study focuses on the long-term efficacy and safety of Telitacept in real-world settings, aiming to further validate its clinical value in MG treatment. As a globally innovative biological new drug originally developed in China, Telitacept has already received indication approvals and completed pivotal Phase II/III trials. The launch of this real-world study (RWS) marks its transition into a new phase from clinical research to real-world application. This endeavor will assist in elevating the standards of MG diagnosis and treatment in China while driving the high-quality development of innovative drugs.



Image: Group Photo of Representatives at the TAMP Study Kick-off Ceremony

Concurrently, the Company proactively disseminates cutting-edge innovative concepts and technological achievements by publishing research papers in authoritative academic journals.

3. PRODUCTS AND SERVICES

Case

Full Text of the RC48-C016 Study on Disitamab Vedotin for First-line Treatment of Urothelial Carcinoma Published in *The New England Journal of Medicine*

The breakthrough study conducted by RemeGen – evaluating “Disitamab Vedotin plus Toripalimab versus chemotherapy as a first-line treatment for HER2-expressing locally advanced or metastatic urothelial carcinoma” – has garnered widespread attention from the global oncology community due to its outstanding clinical data. In October 2025, the full text of this study, titled *Disitamab Vedotin plus Toripalimab in HER2-Expressing Advanced Urothelial Cancer*, was published in the premier international medical journal, *The New England Journal of Medicine* (NEJM). Synchronously, it was delivered as an oral presentation at the Presidential Symposium (Late-Breaking Abstract, LBA) of the 2025 European Society for Medical Oncology (ESMO) Congress. This marks the first clinical research achievement of a domestic original innovative drug in the field of urologic oncology to be featured in this prestigious journal.

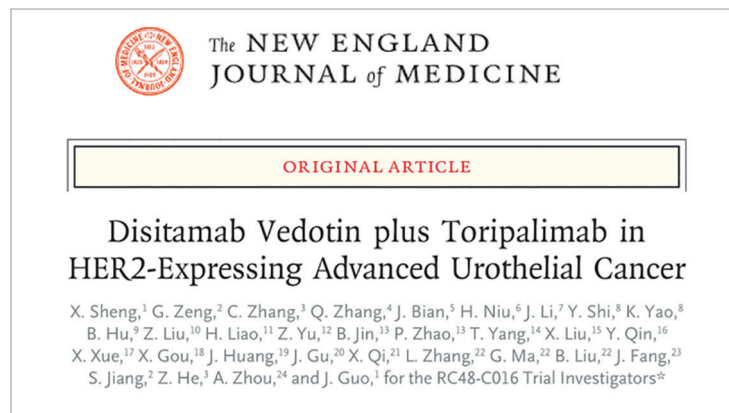


Image: Screenshot of the Publication in the Premier International Medical Journal, *The New England Journal of Medicine*

3. PRODUCTS AND SERVICES

3.3.3 Intellectual Property Protection

RemeGen places strong emphasis on the management and protection of intellectual property rights, strictly complies with the *Patent Law of the People's Republic of China*, the *Trademark Law of the People's Republic of China*, *Rules for Implementing the Patent Law of the People's Republic of China* and other relevant laws and regulations, and continuously revises and improves the *Patent Management System* and other regulations for intellectual property rights protection, so as to comprehensively improve our capability to prevent the risk of patent infringement.

At the same time, the Company continues to optimize the intellectual property incentive mechanism. The Company rewards employees who make outstanding contributions to various related tasks such as patent invention, design, and management according to the *Innovation Incentive Measures*, fully encouraging employees to actively participate in the technological innovation and creating a strong atmosphere for innovation.

Table: Acquisition of Intellectual Property by RemeGen in 2025

Category of Intellectual Property	Unit	Number
Number of invention patent applications	item	96
Number of utility model applications	item	0
Number of design patent applications	item	0
Number of issued invention patents	item	29
Number of utility model applications	item	2
Number of design patent applications	item	0

In 2025, to further enhance intellectual property management efficiency, the Company refined the management regulations for signing the "Declaration of Service Inventions". By clarifying data verification methods and adding review nodes, the Company effectively improved document signing efficiency and archival compliance. Concurrently, tailored to different technology types, R&D scenarios, and regional layout requirements, the Company established a patent application process mechanism characterized by categorized and hierarchical management, front-loaded milestones, and strict timelines. This ensures that the pace of strategic patent filing is strictly synchronized with R&D progress.

While actively safeguarding its own intellectual property, RemeGen consistently respects the intellectual property achievements of others and strictly prohibits any form of infringement. The Company continuously strengthens the full-chain management of intellectual property. By developing an international patent portfolio in target markets, perfecting trade secret protection systems, and building highly secure virtual service platforms with strict access controls and encryption technologies, the Company effectively prevents the risk of information leakage.

3. PRODUCTS AND SERVICES

Table: Intellectual Property Protection Initiatives of RemeGen

Safeguarding the Company's intellectual property	Respect for the intellectual property of others
<ul style="list-style-type: none"> Comprehensive Patent Portfolio Strategy: The Company continuously advances the development of its comprehensive patent portfolio. Centered on the progress of platform and pipeline projects, the Company fully utilizes the right of priority at critical milestones, executing global strategic patent filings in primary target markets via the PCT international applications and the Paris Convention route, thereby strongly supporting its internationalization strategy. During this process, the Company focuses on enhancing patent quality, steadily increasing the proportion of invention patents, and strengthening the scope of protection and legal stability of patent claims; Strengthening Internal Business Synergy: The Company has established a monthly ADC-IP regular meeting mechanism with the ADC R&D department. This drives the deep integration of IP management into core R&D processes, achieving the systematic identification and highly efficient protection of intellectual property. 	<ul style="list-style-type: none"> Regularly conducting comprehensive investigations into IP infringement risks covering products, technologies, and business areas. For major R&D projects and new business expansions, the Company simultaneously advances specialized infringement risk assessments during the project initiation and implementation phases, providing robust support for decision-making; Establishing a cross-departmental synergy mechanism where IP officer are assigned to each project. By coordinating with the R&D, Legal, Operations, and IT departments, the Company ensures the timely identification and closed-loop management of risks; Deepening cooperation with professional third-party institutions of intellectual property rights to conduct in-depth infringement risk analyses for core products and key technologies. By integrating industry litigation trends and typical case studies, the Company enhances the comprehensiveness and accuracy of its risk assessments.

In 2025, the Company completed a total of 45 reports on patent searches and legal consultations. These covered various requirements, including novelty searches and patentability analyses, infringement and Freedom to Operate (FTO) searches, IP due diligence, technology investigations, and dynamic risk monitoring, effectively supporting all departments in conducting business compliantly and efficiently.

Additionally, the Company regularly carries out intellectual property training programs to enhance employees' protection awareness and response capabilities. Through a multi-level review mechanism, the Company strictly controls IP clauses within contracts to ensure that rights and obligations are clear, compliant, and lawful, comprehensively safeguarding the legitimate rights and interests of its innovative achievements. In 2025, we organized 22 IP training sessions, with a total attendance of 330 person-times.

3. PRODUCTS AND SERVICES

Case

RemeGen Participated in the “Sharing Experience, Building an Ecosystem – Yantai Intellectual Property Collaborative Development Exchange Conference”

In October 2025, as a member of the Yantai Intellectual Property Association, RemeGen actively participated in the “Sharing Experience, Building an Ecosystem – Yantai Intellectual Property Collaborative Development Exchange Conference” hosted by the association. During the conference, the Company delivered thematic presentations on two major topics: “Resolving Issues in Patent Practice Through Case Studies” and “Copyright Blind Spots and Risk Prevention and Control in Pharmaceutical R&D and Marketing”. Drawing upon practical project experience, the Company provided an in-depth analysis of typical challenges in intellectual property management and their corresponding response strategies. This exchange not only demonstrated the Company’s professional competence in intellectual property practice but also proactively contributed replicable and scalable practical experience. It effectively drove knowledge sharing and heightened compliance awareness within the industry, assisting in the cultivation of a healthier and more collaborative intellectual property ecosystem.



Image: Thematic Presentation at the “Yantai Intellectual Property Collaborative Development Exchange Conference”

3.3.4 R&D Ethics

Throughout its drug research and development processes, RemeGen consistently adheres to R&D ethics. The Company strictly complies with domestic and international medical and drug-related laws, regulations, ethical guidelines, and scientific norms. It resolutely prevents and eradicates any non-compliant behaviors or violations of medical ethics to effectively safeguard the rights, interests, and safety of clinical trial subjects. Concurrently, the Company places a high priority on the welfare of laboratory animals, ensuring that the entire research process strictly conforms to both ethical and scientific requirements.

3. PRODUCTS AND SERVICES

Table: Regulatory Documents and Guideline Documents Followed in Research Design and Manufacturing Phases

Regulatory documents	Guidelines documents	International ethics and standards
<p>Review Guidelines for the Acceptance of Biological Product Registration (Trial)</p> <p>Notice on Further Strengthening the Management of Electronic Medical Record Information Usage in Medical Institutions</p> <p>Detailed Implementation Rules for the Supervisory Inspection Measures of Drug Clinical Trial Institutions in Tianjin Municipality (Trial)</p> <p>Management Guidelines for Bioanalytical Laboratories in Drug Clinical Trials</p> <p>M14: General Principles for Planning, Designing, Analyzing, and Reporting Non-interventional Studies Utilizing Real-World Data for Drug Safety Assessment</p> <p>Guidelines on Bioanalytical Method Validation and Sample Analysis</p> <p>Administrative Regulations on Clinical Research and Clinical Translational Application of Emerging Biomedical Technologies</p> <p>Announcement on Issuing the Requirements for Application Materials of Investigational New Drug Applications for Innovative Drugs and Other Related Documents (No. 40 of 2025)</p> <p>.....</p>	<p>Technical Guidelines for Clinical Pharmacology Studies of Antibody Drugs</p> <p>Technical Guidelines on the Use of Patient-Reported Outcome Measures in Clinical Trials for Rheumatic and Immune Diseases</p> <p>Technical Guidelines for Drafting Package Inserts for Biosimilars</p> <p>Technical Guidelines for the Assessment and Reporting of Safety Information in Pediatric Drug Clinical Trials (Trial)</p> <p>Technical Guidelines for Model-Informed Drug Development for Rare Diseases</p> <p>Management Guidelines for Phase I Clinical Trials of Drugs</p> <p>Technical Guidelines for Clinical Pharmacology Studies of Drugs for Rare Diseases</p> <p>Technical Guidelines for Drug Exposure-Response Relationship Studies</p> <p>Technical Guidelines for Drafting Risk Management Plans During the R&D of Innovative Drugs (Trial)</p> <p>.....</p>	<p>World Medical Association Declaration of Helsinki</p> <p>ICH: E6(R2) Guideline for Good Clinical Practice</p> <p>ICH: E3 Structure and Content of Clinical Study Reports</p> <p>ICH: E8 (R1) General Considerations for Clinical Studies</p> <p>ICH: E9 Statistical Principles for Clinical Trials</p> <p>.....</p>

3. PRODUCTS AND SERVICES

Protection of Rights and Interests of Subjects

In clinical trials, RemeGen strictly complies with laws, regulations, and ethical guidelines to ensure that its research is scientific and compliant. The Company continuously refines internal policies such as *Subject Grant Disbursement and Compensation*, *Subject Transfer* and *Remote Informed Consent* to comprehensively safeguard the rights and interests of subjects. Throughout the entire trial process from recruitment and the informed consent process to trial completion, we implement key measures including voluntary participation and the right to withdraw freely without prejudice to their rights, effectively safeguarding subject safety.

Table: Measures for Protecting Rights and Interests of Subjects

<p style="text-align: center;">Recruitment</p> <p>All clinical trial subjects are recruited by investigator teams. Recruitment channels include posting recruitment advertisements and publishing recruitment information on the hospitals' official public accounts, among others.</p>	<p style="text-align: center;">Informed consent</p> <p>Informed consent is given by the investigator based on the patient's current medical history and clinical diagnostic and therapeutic examination results. The informed consent is written with reference to the <i>Writing of Informed Consent Forms</i>, indicates the purpose of the trial, procedure, risks and benefits, and emphasizes that participation in the trial is entirely voluntary, and that patients may refuse to participate or have the right to withdraw from the trial at any stage without facing discrimination or retaliation, and that their medical treatment and rights will not be affected.</p>
<p style="text-align: center;">Giving consent</p> <p>The training on the informed consent process is provided in accordance with the <i>Clinical Trial Centre Activation Operating Procedures</i>. The investigator is required to fully inform the subjects in strict accordance with the ethically approved informed consent, and record the informed consent process so that the subjects are fully informed and then express their consent and sign two copies of the informed consent, one for the investigator and one for the subject.</p>	<p style="text-align: center;">Trial</p> <p>The Company guarantees the right of subjects to withdraw from the trial at any time. When a subject chooses to withdraw from the trial, we will fully understand the specific reasons for withdrawal and document them, and the decisions of any subject to withdraw will in no way affect his/her access to subsequent medical treatment services or subject him/her to discrimination.</p>

3. PRODUCTS AND SERVICES

The Company has established standard operating procedures (SOP) for full lifecycle monitoring of clinical trial sites, including SOPs for site selection and evaluation visits, SOPs for site initiation visits, SOPs for routine monitoring visits, and SOPs for close-out visits. CRA rigorously conduct monitoring activities in accordance with the monitoring requirements to ensure compliance of the site with study protocols and regulatory requirements, safeguard rights and safety of subjects, and uphold the reliability of trial data.

Laboratory Animal Welfare Guarantee

RemeGen, in the non-clinical research stage, complies with the 3R² principles, strictly implements the *Guidelines for Ethical Review of Laboratory Animal Welfare*, the *General Rules for the Welfare of Laboratory Animals* and other regulations and requirements, and has formulated the *Management System for Ethical Review and Supervision of Laboratory Animal Welfare* and other internal management systems to safeguard the ethical rights of laboratory animals. The Company has obtained the "laboratory animal use license" in terms of existing non-clinical animal facilities.

Through comprehensive measures such as environmental control, material management, animal quality control, and provision of welfare toys, the Company has effectively enhanced the welfare standards of laboratory animals. This not only ensures the scientific validity and reliability of research data but also guarantees that all experimental activities comply with national ethical and regulatory requirements.

Table: Laboratory Animal Welfare Guarantee

Environmental control	Material control
<ul style="list-style-type: none"> The Company engages third-party institutions annually to conduct testing of the facility environment; Conduct regular self-inspection of temperature and humidity, differential pressure, illuminance and other items to ensure that the facility environment for laboratory animals meets the requirements of GB14925 – 2010 <i>Laboratory Animal Environment and Facilities</i>. 	<ul style="list-style-type: none"> Strictly screen suppliers of laboratory animals, feed, and bedding, and establish a list of qualified suppliers and dynamically manage the list; Conduct regular supplier audits and perform microbial limit tests of drinking water, feed, and bedding materials of laboratory animals to ensure traceability of animal sources and sterility of materials, comprehensively safeguarding the health and safety of laboratory animals.

² The 3R principles represent Replacement, Reduction, and Refinement of laboratory animals.

3. PRODUCTS AND SERVICES

Laboratory animal quality control

- All newly procured laboratory animals are subjected to adaptive feeding observation during the quarantine period and must be qualified before entering the experimental stage; veterinarians carry out daily inspection rounds; sentinel animals are provided in the feeding room;
- sentinel animals and newly procured laboratory animals are regularly sampled for third-party in vivo testing to ensure that the laboratory animals in the feeding are of qualified quality.

Animal welfare toys

- Cage boxes are equipped with toys such as turntables, cylinders, hemispherical toys, paper wires and other toys according to the state of the feeding laboratory animals, in order to alleviate the psychological impacts of laboratory animals due to tests or other stressful operations.

Meanwhile, the Company has continuously strengthened professional training for breeding and nursing staff, laboratory staff and veterinarians to ensure that abnormalities in animals can be detected in a timely manner and that appropriate measures can be taken promptly during daily breeding and experimental operations, thereby safeguarding laboratory animal welfare and research quality.

4. SAFETY AND ENVIRONMENTAL PROTECTION

RemeGen is committed to advancing the development of its safety and environmental protection management system, establishing clear safety management targets, and implementing robust initiatives. The Company actively pursues a green operation philosophy, proactively responds to climate change issues, practices energy conservation, emission reduction, and resource recycling, and strives to reduce the environmental impact of its operations.

4.1 SAFE OPERATION

RemeGen consistently integrates the safety concept into its daily operation and management practices, routinely carries out a series of safety promotion and educational activities to reinforce the safety management foundation and ensure the secure and stable operation of production and business activities.

4.1.1 Safety Management System

RemeGen strictly complies with relevant laws and regulations such as the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*. The Company has formulated and continuously revised 17 systems, including the *Production Safety Responsibility System*, *EHS Compliance Management System* and *EHS Target Indicator Management System*, *Work Safety Education and Training System*, *Special Operations Personnel Management System*, *Safety Facilities and Equipment Management System*, *Safety Inspection and Hazard Identification Management System*, and *Work Safety Accident and Incident Management System*, which improved the Company's safety management system and ensured that the various work safety initiatives are governed by rules and regulations, with well-defined responsibilities. These effectively enhanced the Company's safety management. In November 2025, we passed the annual surveillance audit for the ISO 45001 system without written non-conformities, and as a result, the certificate remains valid.



Image: ISO 45001 Occupational Health and Safety Management System Certificate

4. SAFETY AND ENVIRONMENTAL PROTECTION

The Company has established a three-tier environment, health and safety (EHS) management structure: EHS Committee, Safety and Environmental Protection Department, Safety Division and Environmental Protection Division. The EHS Committee is the highest decision-making and management core of the Company's safety work, and is responsible for EHS strategic planning and controlling the direction of EHS work from the macro level. Under the guidance of the EHS Committee, the Safety and Environmental Protection Department translates the strategic planning into concrete initiatives. Under the Safety and Environmental Protection Department, there are two secondary departments, namely, Safety Division and Environmental Protection Division, which are the grassroots execution units of EHS work, focusing on safety management and environmental management work, respectively. They strictly follow the relevant standards, norms and procedures, and refine the EHS work into every aspect of daily operation, so as to ensure that the EHS management work in the Company is comprehensively implemented and effectively executed.

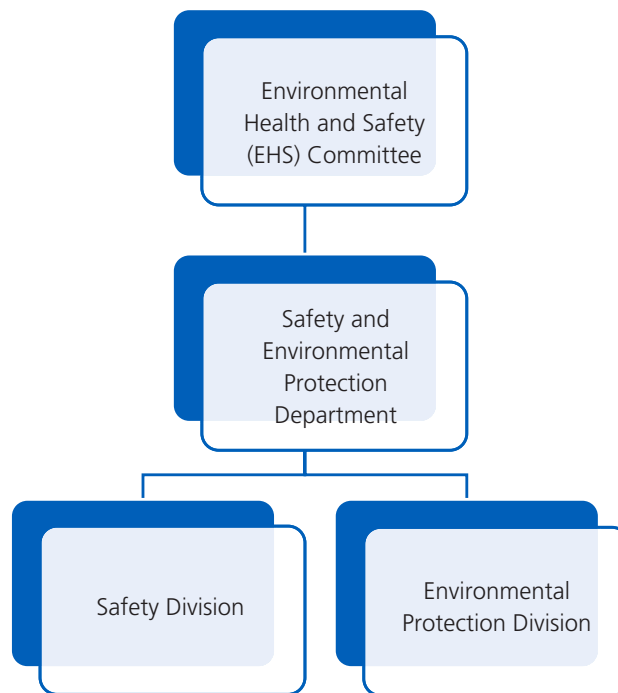


Image: EHS Governance Structure

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.1.2 Safety Management Targets

RemeGen sets safety management targets and strictly implements various safety prevention initiatives and potential hazard management programs to ensure the sound operation of the safety management mechanism. During the Reporting Period, the Company did not experience any work safety accidents.

Safety management target	0 fire accident, 0 special equipment accident, 0 new occupational disease accident, 0 serious injury and fatality accidents, and the rate of minor injuries is controlled to be less than 1%.
Achievement of target	In 2025, the Company has accomplished the annual target of safety management.

Table: Safety Management and Occupational Health of Employees of RemeGen

Indicator	Unit	2023	2024	2025
Number of work-related fatalities	person	0	0	0
Rate of work-related fatalities	%	0	0	0
Lost days due to work injury	day	54	187	72

4.1.3 Safety Management Initiatives

RemeGen continues to deepen the development of its safety management system. Adhering to the principle of “prevention first and comprehensive governance”, it fully enforces workplace safety responsibilities. Through systematic risk identification, routine safety inspections, professional external diagnostics, active exchanges with industry peers, and strict oversight of contractors, the Company adopts a multi-pronged approach to enhance its overall risk prevention and control capabilities as well as its safety management standards, thereby ensuring the overall stability of its annual workplace safety performance.

Table: Safety Management Initiatives

Risk identification and assessment

The Company continuously enhances its risk classification and control system, regularly conducts systematic risk identification and assessment for key production and operational areas, and dynamically updates the risk classification control list and related control measures based on evaluation results to ensure all types of risks remain effectively under control. During the Reporting Period, the Company completed its annual occupational health and safety risk assessment, evaluated newly identified risks, and continuously refined the assessment and control measures for existing risks to ensure comprehensive risk management coverage. To strengthen biosafety management, we conducted a comprehensive survey on the use of pathogenic microorganisms and completed the preparation and release of specialized biosafety assessment reports for newly added *Candida albicans*, *Staphylococcus epidermidis*, and *Enterobacter cloacae*.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Safety inspection and audit

At the management system level, the Company conducted an internal audit of the ISO 45001 occupational health and safety management system, identifying over 40 improvement opportunities. These were all assigned to respective responsible departments and fully rectified, effectively ensuring the system's ongoing compliance and efficient operation. At the operational execution level, the Company strictly implemented a company-level monthly inspection led by key responsible persons, a department-level weekly inspection led by department heads, and a pre-shift inspection mechanism for on-duty staff. During the Reporting Period, we conducted over 20 safety inspections, including routine checks and special inspections, identifying and rectifying more than 400 potential hazards. All identified issues have been included in a centralized hazard tracking log for unified management, achieving closed-loop tracking covering "identification-rectification-verification".

External diagnosis and audit

To continuously enhance safety management standards, the Company regularly engages third-party professional institutions to conduct independent and systematic safety diagnosis and audits. In July 2025, we organized a thorough in-depth diagnosis covering safety system construction, workshops, public auxiliary facilities and R&D sites. All issues identified through such external diagnosis have been fully incorporated into the rectification plan and addressed according to the established timelines and requirements, effectively addressing blind spots in internal inspections and driving continuous optimization of the safety management system.

Third-party safety management

The Company continues to strengthen comprehensive safety oversight of third-party collaborators such as contractors and suppliers throughout the entire process. The Company implements risk control at the source by standardizing the access process, strictly reviewing their safety qualifications, establishing a "one enterprise, one file" management system, and signing the *Safety Management Agreements* with all relevant parties without exception. During operations, we regularly organize safety audits for key suppliers, such as hazardous chemical suppliers. These audits cover the validity of their qualifications, the establishment and operation of their safety management systems, and on-site management conditions, ensuring that they continuously meet the Company's safety standards. For contractors operating within the Company's premises, particularly those engaged in construction activities on site, we conduct weekly on-site safety inspections. Throughout the year, we have inspected and tracked over 400 identified issues for rectification. This ensures that all third-party activities on site remain under control and enables effective extension of the Company's overall safety risk management to third parties.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Occupational Health and Safety

RemeGen strictly complies with the *Law of the People's Republic of China on Work Safety*, adheres to a people-oriented approach, and is committed to creating a safe and healthy working environment for our employees. In 2025, the Company invested a total of RMB588,000 in occupational health and safety, with no cases of occupational diseases.

Table: Occupational Health and Safety Initiatives of RemeGen

Occupational Disease Hazard Prevention and Control	Safety Competency Building for Key Positions
<ul style="list-style-type: none"> • Hazard Factors Testing: We completed comprehensive occupational hazard factors testing for production workshops and testing sites, covering 17 items with 54 on-site samples collected. All test results met standards and were promptly disclosed to employees. • Health Monitoring and Management: We strictly implemented pre-employment, on-the-job, and post-employment occupational health examination systems. Throughout the year, we completed pre-employment health examinations for 18 individuals, on-the-job health examinations for 232 individuals, and post-employment health examinations for 28 individuals, achieving a 100% coverage and pass rate for all examinations. Notably, for on-the-job health examinations, we adopted a model of inviting professional institutions to provide services on-site, which enhanced efficiency and convenience for employees. • Source Risk Control: We implemented the "three simultaneities" requirement for occupational disease prevention facilities in construction projects, completing the specialized review of occupational disease prevention facility designs for the R02 stainless steel production line project and the occupational hazard control effect evaluation for the Phase III new drug industrialization project. • Mental Health Care: We established psychological counseling relaxation rooms and emotional release rooms to focus on and support employees' mental health. 	<ul style="list-style-type: none"> • Qualification Training and Certified Employment: We organized external specialized training for key personnel to ensure all relevant staff are certified for their positions. Specifically, 24 individuals obtained hazardous chemicals safety management qualification certificates, 2 passed occupational health management qualification training, and 62 acquired qualifications for special operations and special equipment operations. All trainees successfully passed their assessments. • Safety Awareness Warning Education: We organized 12 employees to participate in accident site warning education activities carried out by the superior department, enhancing their sense of safety reverence and risk prevention capabilities through immersive learning.

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.1.4 Safety Culture Development

RemeGen has deepened its safety culture development by carrying out diverse, results-oriented publicity, training, and practical activities across multiple dimensions, including awareness enhancement, knowledge dissemination, skill reinforcement, and emergency preparedness. The Company is committed to fostering a strong atmosphere where “everyone prioritizes safety and is capable of emergency response”, thereby solidifying the broad-based foundation for workplace safety.

Safety promotion and atmosphere building

We have made full use of internal publicity channels such as electronic display screens and publicity boards to conduct regular and rolling publicity of knowledge and warning information on occupational health, fire safety, special equipment, hazardous chemicals, traffic safety, anti-fraud, as well as office and home safety. This has made safety concepts and knowledge visible and perceptible, integrating them into the daily working environment.

Safety education and training system

The Company has established a multi-level and targeted safety training system:

- **Safety Awareness Education:** Regularly organizing in-depth learning sessions for management and key personnel on national directives and legal regulations regarding workplace safety, continuously reinforcing their awareness of the “red line” and “bottom line” of safety.
- **Emergency Management Training:** Conducting specialized skill training for emergency response teams and employees on emergency management theory, use of firefighting equipment (e.g., fire hose connection), and CPR to enhance their basic emergency knowledge and self-rescue/mutual aid capabilities.
- **Specialized Thematic Training:** Regularly conducting specialized training on hazardous chemicals management, special equipment operation, fire safety, approval and supervision of special operations, and practical use of fire extinguishers, ensuring relevant personnel possess the necessary professional safety knowledge and operational skills.

To motivate employees to proactively learn safety knowledge and master safety skills, the Company has innovated activity formats:

- Organizing safety skills competitions featuring fire equipment operation, first aid skill demonstrations, and safety knowledge quizzes, providing employees with a platform to exchange skills and demonstrate capabilities.
- Conducting internal or cross-unit safety knowledge contests to promote learning through competition, effectively expanding the reach and impact of safety knowledge dissemination.



4. SAFETY AND ENVIRONMENTAL PROTECTION

Emergency drills and practical testing

The Company places high importance on the practicality of emergency plans and the emergency response capabilities of employees, regularly organizing practical emergency drills:

- Conducting fire evacuation drills in major office and production buildings to ensure employees are familiar with evacuation routes and master basic escape skills.
- Implementing “unannounced drills” for key risk areas (e.g., storage sites for hazardous chemicals), simulating scenarios such as leaks and fires to test and enhance the rapid response, coordination, and practical handling capabilities of emergency teams.
- Continuously carrying out special inspections under the “unobstructed emergency evacuation route” initiative, conducting comprehensive checks on evacuation routes, safety exits, fire engine access routes, emergency lighting and evacuation signage, and other fire protection facilities to ensure that all life channels always remain unobstructed and relevant facilities are intact and effective, providing basic guarantee for personal safety.



4. SAFETY AND ENVIRONMENTAL PROTECTION

Safety capability building for related parties

To ensure that all external personnel working on site meet the Company's safety standards, all contractor personnel are required to complete mandatory safety education, training and assessment, before entering the site. The training comprehensively covers the Company's safety culture, on-site risk identification, special work procedures, and emergency response processes, aiming to enhance their awareness and capability for safety risk prevention. In 2025, we organized safety education sessions for over 400 instances of resident contractor personnel entering the site. Additionally, we developed standardized induction training videos and plan to fully implement an online training and assessment model in 2026 to improve management efficiency and consistency. Meanwhile, we clarified the safety responsibilities and commitments of all parties through legally binding *Safety Management Agreements*, with 17 new agreements signed in 2025, continuously strengthening ESG performance management of our partners.

Case



RemeGen Conducted 2025 Onboarding Safety Education and Training for New Employees

To build a robust safety defense line across the entire workforce, we strictly enforce the requirement of "training before hiring" for new employees, conducting company-level safety education and training for them. Focusing on job-specific risks, we organized 31 specialized safety and occupational health training sessions with practical exercises throughout the year. These covered work permit specifications, hazardous chemical management, occupational health protection, accident warning education, safety leadership, and more, reaching a total of 13,504 participations. Through a regular, institutionalized and diversified training mechanism, we have improved the risk prevention capabilities and safe operation skills of all staff, and fostered a sound safety culture featuring "safety emphasized by everyone, safety prioritized in everything, and safety kept in mind at all times".



Image: Safety Education and Training

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.2 GREEN OPERATIONS

With a high sense of environmental responsibility, RemeGen integrates resource and energy conservation and the promotion of green production methods into its daily operations. We actively advance environmental practices such as energy conservation, consumption reduction, and resource recycling, striving to minimize the environmental impact of our production and operations. We are committed to realizing the synergy between business development and environmental protection, and continue to progress towards the goal of sustainable development.

4.2.1 Environmental Management System

RemeGen strictly complies with the *Environmental Protection Law of the People's Republic of China* and other laws and regulations, and establishes the *Environmental Emergency Management System*, *Environmental Data Disclosure Management System*, *Environmental Protection Management System*, *Environmental Monitoring Management System*, and *Environmental Protection Equipment and Facilities Management System* for the Company's daily environmental business management and environmental monitoring. The Company has established a three-tier environmental health and safety (EHS) management structure of "EHS Committee – Safety and Environmental Protection Department – Safety Division and Environmental Protection Division" to promote environmental management.

In September 2025, we rigorously benchmarked against the ISO 14001 environmental management system standards, applicable laws and regulations, other requirements, and the Company's management system documents to organize and conduct an internal audit of the environmental management system covering core functional departments such as production and operation, EHS management, quality control, procurement and supply, and administrative logistics. The audit results indicated no non-conformities were detected throughout the entire process.



Image: ISO 14001 Environmental Management System Certificate

4. SAFETY AND ENVIRONMENTAL PROTECTION

To systematically prevent potential environmental impacts during operations and fortify the environmental bottom line, we conducted a comprehensive environmental risk identification and assessment of our production and business activities, with a focus on identifying four core risk areas.

Table: Four Core Risk Areas

Risk points	Risk description
Hazardous substance leakage risk	Leakage of toxic and hazardous substances in chemical warehouses or packaging containers in hazardous waste storage rooms due to damage and other reasons may cause personnel poisoning and water or atmospheric environmental pollution.
Concomitant/secondary risks in production process	Fire, leakage, or other safety incidents during production operations may lead to accidental discharges such as material leaks or firefighting wastewater, resulting in environmental pollution.
Risk of pollution control facility failure	Abnormal operation of waste gas, wastewater and other pollution control facilities that is not detected in a timely manner may lead to accidental discharge of pollutants and affect environmental quality.
Energy usage safety risk	Gas leakage in boiler rooms or exposure to open flames may trigger fires, potentially leading to atmospheric environmental pollution incidents.

To effectively prevent, control, and mitigate the aforementioned environmental risks, we have established management standards and emergency safeguards for key risk points. These measures aim to reduce risks at the source, strengthen control during the process, and ensure environmental risks remain under control, safeguarding environmental safety and sustainability.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Risk Control Measures

Control points	Control measures
Production workshop control	Selecting equipment meeting national standards and ensuring operators hold required licenses; equipping the workshop with accident wastewater collection piping, automatic fire alarm systems, and combustible and toxic gas alarm systems; providing sufficient firefighting equipment; treating floors with anti-corrosion and anti-leakage coating; conducting regular comprehensive production and environmental hazard inspections to ensure that facilities are in good condition.
Chemical warehouse control	Installing a ventilation system in the warehouse, storing materials in separate areas and keeping incompatible substances separately; installing toxic and combustible gas detection and alarm devices; setting up diversion trenches and emergency collection sumps; establishing an anti-corrosion seepage-proof layer for floors to prevent and contain leakage at the source.
Hazardous waste storage room control	Strictly implementing regulations on separate storage, installing diversion ditches and emergency collection ponds, and establishing an anti-corrosion seepage-proof layer for floors to ensure environmental safety during hazardous waste storage.
Operation guarantee of environmental protection facilities	Regularly engaging third parties to monitor exhaust gas emissions and replacing consumables for exhaust gas treatment facilities (e.g., activated carbon) on schedule; performing regular maintenance on exhaust gas and wastewater treatment equipment to ensure continuous and stable operation.
Pipeline and emergency duty	Regularly inspecting and maintaining various pipelines within the site. Implementing a 24-hour on-site duty system to ensure timely detection and response to any emergency situations.

In order to prevent problems before they occur, we have formulated the *Response Plan for Environmental Emergencies* and established emergency response processes. In 2025, the Company did not experience any major environmental violations and was not subject to administrative penalties by environmental authorities.

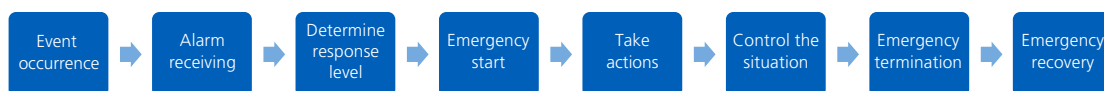


Image: Emergency Response Process

4. SAFETY AND ENVIRONMENTAL PROTECTION

Case

RemeGen Conducted Emergency Drill for Hazardous Waste Leakage

In May 2025, the Company organized an on-site emergency drill for hazardous waste leakage. The drill simulated the leakage of waste organic solvent IBC tanks in the hazardous waste storage room, focusing on testing the full-process response from hazard identification, information reporting, emergency activation to on-site disposal. The drill was conducted at the hazardous waste storage room in the RemeGen Medical Park, lasting 30 minutes with full participation from all 8 employees of the Environmental Protection Division. The drill was carried out in strict accordance with the *Special Emergency Response Plan for Hazardous Waste Storage Room Incidents*. Participants responded quickly, performed their duties clearly and conducted disposal in an orderly manner, successfully completing key procedures such as leakage control and pollutant cleanup. This effectively verified the feasibility of the emergency plan and the coordination capability of the emergency response team.

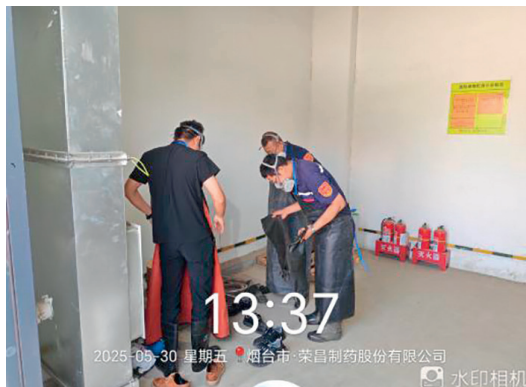


Image: Emergency Drill for Hazardous Waste Leakage

4. SAFETY AND ENVIRONMENTAL PROTECTION

RemeGen has always regarded green development as its core corporate strategy and has been committed to systematically integrating green and low-carbon concepts into the entire process of R&D, production, and operations. In strict compliance with the national standard *General Principles for Green Factory Evaluation*, we have systematically promoted green transformation from both hardware facilities and software management. In terms of hardware, the Company has continuously invested in upgrading production processes, introducing energy-saving equipment, and improving the refined management and resource utilization system for wastewater, waste gas and solid waste. In terms of software, we have established a systematic green factory management system, carried out green production training for all employees, and launched an energy and carbon management system, realizing green and digital management and control over all links of production and operation.

In 2025, the Company comprehensively sorted out the achievements of green production practices, accurately aligned with the provincial-level green factory evaluation indicators, and completed the application preparation. Recognized for our comprehensive performance in green manufacturing, efficient resource utilization and environmental friendliness, we successfully received the designations of “National Green Factory” and “Shandong Provincial Green Factory”.

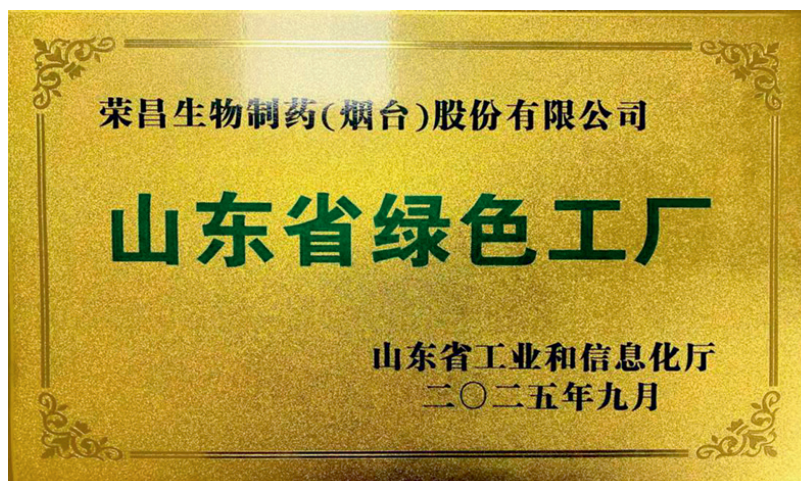


Image: Award Photo

In promoting green transformation and capacity building, the Company actively engages in external exchanges and professional training to continuously absorb advanced industry concepts and practical experience. In 2025, the Company was invited to participate in several representative learning and exchange activities.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Learning and Exchange Activities

Date	Activity description
August 2025	The Company participated in the “Shandong Provincial Environmental Protection Equipment Industry Chain Integration & Consolidation Interaction and Exchange” held in Weifang City. Focusing on collaborative innovation and green, low-carbon development within the environmental protection equipment industry chain, the Company engaged in in-depth interaction and exchange with industry peers across the province. In addition, the Company assigned personnel to attend the “2025 Yantai Entrepreneurs Wisdom Improvement Training Course (Special Session on Green, Low-Carbon and High-Quality Development)”, learning new standards for green manufacturing, energy-saving and carbon-reduction technologies, and paths for enterprise transformation and upgrading.
November 2025	The Company’s representatives travelled to Taizhou City, Jiangsu Province, to participate in the public open day for environmental protection facilities in the pharmaceutical industry co-hosted by the Center for Environmental Education and Communications of Ministry of Ecology and Environment and the Department of Ecology and Environment of Jiangsu Province. They learned about the whole-chain pollution prevention and control model featuring “source prevention, process control, and end-of-pipe treatment”, and visited the intelligent wastewater treatment system, standardized hazardous waste warehouse, and resource utilization facilities, which provided valuable references for the Company to optimize its own environmental management system.

4.2.2 Energy Management

RemeGen attaches great importance to energy management, and implements a four-level management mechanism involving company, department, workshop and team. The Company establishes an energy management leadership group to make decisions on energy management. The first person responsible for the production of each department, workshop and team is the person responsible for the management of energy management mechanism at each level, thereby creating a company-wide energy management network.

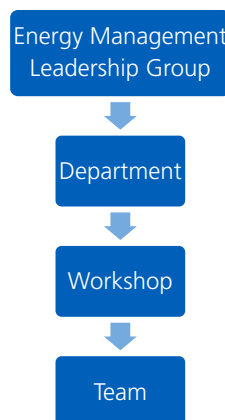


Image: Energy Management Mechanism

4. SAFETY AND ENVIRONMENTAL PROTECTION

The Company strictly abides by the *Energy Conservation Law of the People's Republic of China*, and has formulated management documents such as the *Energy Management System*, *Energy Management Manual*, *Energy Management Procedure Documents*, *Energy Measuring Apparatus Configuration and Management System*, *Management Provisions of the Quality Inspection Building*, and *Management System for Conservation of Electricity and Water*. The Company has continuously improved the energy management system to realize the implementation of the Company's overall energy management strategy and approach and encourage personnel to enhance energy-saving awareness. During the Reporting Period, we continued to promote the ISO 50001 certification of the energy management system to ensure the continuous and effective operation of the energy management system.



Image: ISO 50001 Energy Management System Certification

RemeGen Energy Efficiency Goals	Energy cost per unit of product for each workshop is targeted to save 2% in 2025 compared to the consumption in 2024.
Achievement of Goals	In 2025, the energy consumption per unit of product in the workshop was 54.71kgce/RMB10,000, a 49% decrease compared to 2024 (107.37kgce/RMB10,000), overfulfilling the energy management goal of 2% reduction in consumption.

4. SAFETY AND ENVIRONMENTAL PROTECTION

To achieve the energy management goal, we have deployed an energy management system that enables real-time monitoring and digital management of energy consumption during operations. The system automatically generates monthly energy consumption analysis reports and, through data visualization and anomaly alert functions, helps us identify energy efficiency bottlenecks and optimize energy use structures in a timely manner. In the second half of 2025, with the commissioning of the new R02 plant, its energy data was also integrated into the existing management system, further expanding the coverage of energy monitoring and driving continuous improvement in the Company’s overall energy efficiency. Furthermore, we have deeply embedded the concept of green development into daily operations. In terms of green office initiatives, we promote systematic measures such as paperless office, energy efficiency optimization, resource conservation, and low-carbon advocacy to drive the ongoing low-carbon transformation of office environments and operational models.

Table: Green Office Practices

Green office	Description
Green office promotion	<ul style="list-style-type: none"> Continuously carry out green office publicity and education (e.g., turning off lights promptly, using both sides of office paper, and setting air conditioning temperatures scientifically) to guide employees in developing energy conservation and environmental awareness, standardize daily office practices, and foster a low-carbon culture with company-wide participation. Organize monthly lean manufacturing experience-sharing and training sessions for executives of all departments and participants in lean production projects. We report on and discuss the progress of lean manufacturing projects in each department, provide optimization suggestions, and conduct experience-sharing and training through PPT presentations for completed projects.
Office model innovation	Comprehensively promote electronic and paperless office practices and optimize business processes (e.g., changing batch number entry from manual writing to system watermarked printing), which improves efficiency, reduces errors, and lowers paper consumption.
Energy saving in lighting systems	Adopt high-efficiency LED lighting fixtures in all office areas, and install sound-controlled lighting devices in public spaces such as corridors, connecting passages, and machine rooms to achieve “lights off when unoccupied”, ensuring precise control over lighting energy consumption.
Clean energy utilization	Adopt a solar centralized hot water supply system for the employee dormitory buildings to provide employees with 24-hour hot water at a constant temperature, reducing reliance on traditional energy sources.
Green habit formation	Post water-saving signs in water-use areas to promote employee conservation; simultaneously encourage public transportation, reducing resource consumption and carbon emissions across multiple operational dimensions.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Case

RemeGen Used Ground-source Heat Pump System for High Energy Efficiency

The air conditioning systems of the Company's building complex fully adopt ground-source heat pump technology for cooling and heating supply. Classified as national level-1 energy efficiency equipment, the systems operate through efficient heat exchange with stable underground geothermal energy, supplemented by electricity and enhanced with closed-loop insulation. Compared to conventional chiller units in cooling mode, they achieve a 36% energy savings. When cooling and heating operate simultaneously, a synergistic energy-saving effect close to "free heating" will be achieved. This technology not only significantly reduces electricity and refrigerant consumption but also markedly decreases greenhouse gas emissions such as carbon dioxide, serving as one of the Company's key initiatives to promote clean energy utilization and achieve energy conservation and emission reduction.



Image: Ground-Source Heat Pump System for High Energy Efficiency

Table: Energy Consumption in RemeGen

Indicators	Unit	2023	2024	2025
Purchased electricity	kWh	66,055,006.4	70,663,158.4	57,632,716.19
Purchased heat	MkJ	290,390.9	192,558.0	180,762.0
Gasoline	tonne(s)	28.20	18.08	14.73
Diesel	tonne(s)	13	³	/
Comprehensive energy consumption	tce	18,265.16	15,280.00	13,272.33
Comprehensive energy consumption intensity	tce/revenue of RMB ten thousand	0.17	0.09	0.04

³ With no prolonged use of the backup generator in 2024, the Company recorded zero consumption.

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.2.3 Emissions Management

RemeGen rigorously complies with the *Law of the People's Republic of China on Prevention and Control of Air Pollution*, the *Law on Prevention and Control of Solid Waste Pollution*, the *Law on Prevention and Control of Water Pollution* and other laws and regulations on environmental protection, and strictly controls the emissions of exhaust gas, wastewater, and solid waste generated in the course of operation to ensure stable and compliant emissions of all pollutants. In 2025, the Company's online monitoring and self-monitoring data met all standards, and its environmental information was proactively disclosed in accordance with the requirements of the discharge permit.

Building on compliance management, we have further reinforced the people-centered concept of environmental governance, paying close attention to the potential impacts of pollutant emissions on the working and living environment of employees within the plant premises. By continuously optimizing environmental protection facilities and management measures, we strive to create a healthy and favorable internal environment for our employees. In addition, the Company actively fulfills its environmental responsibilities to surrounding communities. It takes the initiative to increase the monitoring frequency of specific indicators such as odor concentration at community-sensitive points to ensure the continuous and effective operation of environmental protection facilities, minimize the impact of operations on the surrounding environment, and promote the harmonious coexistence between the enterprise and the community.

Wastewater Discharge Management

RemeGen continuously improves the wastewater discharge management system to ensure that the wastewater treatment and discharge fully meet national and local environmental protection standards. The wastewater generated during the Company's operations mainly includes cell-activated wastewater and cleaning wastewater. To enhance treatment efficiency, the Company actively introduces advanced technologies and upgrades wastewater treatment equipment, while continuously optimizing the wastewater treatment process. Meanwhile, the Company engages qualified third-party professional institutions to dispose of wastewater in a compliant manner so as to reduce the potential impact of wastewater on the ecological environment from the source.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Case



Phase III Sewage Treatment Station Process Upgrade and Capacity Expansion Project

To meet development demands and continuously enhance pollution prevention capabilities, the Company invested RMB616,000 in a systematic upgrade of the Phase III sewage treatment station, achieving comprehensive improvements from treatment processes to monitoring and management. In terms of process, we introduced a precise sulfuric acid pH adjustment system and adopted an optimized combined process of "collection + regulation + hydrolysis acidification + contact oxidation + sedimentation", which enhanced treatment efficiency and system stability for complex wastewater components. This increased the designed daily treatment capacity from the original baseline to 1,200 tonnes. In terms of management, the project was equipped with an intelligent control platform and an online monitoring system for key water quality parameters. This enabled automated control of the entire treatment process and real-time continuous monitoring of water quality indicators, enhancing operational efficiency and risk early-warning capabilities.

Table: Wastewater Discharge of RemeGen

Indicator	Unit	2023	2024	2025 ⁴
Wastewater emissions in total	tonne(s)	224,221.86	456,846.10	794,359.00
COD	tonne(s)	21.16	12.49	29.21
Ammonia nitrogen	tonne(s)	3.13	1.16	5.13

Management of Exhaust Gas

We are committed to establishing a comprehensive exhaust gas treatment system encompassing "source reduction, process control, end-of-pipe treatment, and full-process supervision". By improving management systems, optimizing production processes, and strengthening monitoring and evaluation, we continuously advance the refinement and systematization of exhaust gas treatment.

⁴ In 2025, the industrialization bases of the Phase III were gradually put into production, resulting in an increase of the wastewater discharge compared to previous years.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Exhaust Gas Management Measures

Improve environmental protection operation and management procedures	Strengthen production process control	Implement strict monitoring and supervision mechanisms
Establish an exhaust gas treatment ledger to meticulously record equipment operating parameters, reagent consumption, monitoring data, and other relevant information, ensuring full process traceability.	Promote the concept of clean production and optimize process parameters to reduce exhaust gas generation at the source. Enclose material transportation and storage processes, and adopt enclosed conveying equipment for material transfer to minimize fugitive emissions. Standardize the operation of exhaust gas collection systems to enhance collection efficiency.	Strictly implement the self-monitoring plan under the discharge permit, monitor the concentrations of VOCs, particulate matter, sulfur dioxide, and other pollutants in waste gas, covering all emission outlets to ensure the authenticity and reliability of monitoring data, providing a scientific basis for emission reduction effectiveness evaluation.

Table: Exhaust Gas Emission of RemeGen

Indicator	Unit	2023	2024	2025
Exhaust gas emission in total	Standard cubic meter	167,004,000	1,582,320,800	1,758,154,160
VOC	tonne(s)	0.02784	0.162976	0.164780

Management of Waste

To achieve waste reduction, resource utilization and harmless treatment, the Company has established a systematic management process covering three categories of waste: hazardous waste, recyclable waste and non-recyclable waste, ensuring safe, compliant and efficient disposal of all types of waste.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Waste of RemeGen by Type and Disposal Method

Type	Management approach
Hazardous waste	<p>Compliant Storage: Establish a dedicated storage warehouse compliant with the <i>Pollution Control Standards for Hazardous Waste Storage</i> and equipped with complete anti-seepage, rain-proof, dust-proof and leakage collection facilities, store hazardous waste in separate areas by category, and strictly prohibit from mixing with general waste. Assign designated personnel to manage the warehouse, maintain inbound/outbound records, and regularly inspect integrity of facilities.</p>
	<p>Standardized Transfer and Disposal: Strictly verify the qualifications of third-party disposal units prior to disposal. Go through cross-regional transfer approval procedures in accordance with the law after signing the disposal contract, utilize specialized transport vehicles for transfer, and track the entire trajectory with records. Ensure that the whole chain is lawful and compliant from generation, storage, and transfer to final disposal.</p>
	<p>Informatization and Responsibility Allocation: Establish an electronic management ledger for hazardous waste to detail its generation, storage, transfer, and disposal information, and regularly report through the National Solid Waste Information Management System. The Company conducts regular specialized training covering all business lines, including production, R&D, administration, and supply chain, to ensure personnel across all roles clearly understand waste classification, collection, and disposal requirements. Eliminate mixed storage and incorrect disposal by strengthening inter-departmental collaboration and source verification to achieve standardized closed-loop management of hazardous waste.</p>
Recyclable waste	<p>On-Site Reuse Priority: Reusable materials generated during production are prioritized for on-site resource recovery and reuse.</p>
	<p>Professional Recycling and Disposal: Recyclable waste that cannot be reused on-site is separately collected and temporarily stored at designated points. The Company signs long-term agreements with qualified professional recycling institutions for regular on-site collection and disposal.</p>
	<p>Green Packaging Transformation: Continuously advance the greening of product packaging, reduce excessive packaging, and prioritize the use of biodegradable, renewable, or recyclable eco-friendly packaging materials.</p>
Non-recyclable waste	<p>Separate Storage Management: Establish a dedicated non-recyclable waste warehouse compliant with the <i>Standard for Pollution Control on the Storage and Landfill of General Industrial Solid Waste</i>, with clear signs and regular cleaning by designated personnel.</p>
	<p>Compliant Entrusted Disposal: Sign agreements with qualified professional disposal units, with disposal standards and environmental responsibilities defined, to ensure compliant waste treatment.</p>
	<p>Promotion of Source Reduction: Optimize production processes to minimize waste generation, implement paperless office to reduce paper consumption, and enhance employees' environmental protection awareness education to reduce the volume of non-recyclable waste at the source.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

We carry out the construction and development strategy of green factories, promote waste source reduction and resource utilization, and integrate the concept of green production into the whole chain including R&D, procurement, production, packaging and warehousing.

Table: Waste Reduction Management Measures of RemeGen

Management measures	Description of measures
Advance green procurement and raw material substitution	Give priority to low-toxicity and low-volatility raw materials in product R&D and formula design to reduce hazardous waste and volatile organic compounds at the source.
Strengthen material storage and leakage prevention and control	Store hazardous raw materials in special zones with constant temperature and humidity, install leakage monitoring sensors and equip with emergency adsorption facilities to effectively eliminate leakage risks during storage and prevent soil and water pollution.
Promote degradable eco-friendly packaging	Gradually replace traditional plastic packaging with degradable materials to reduce the long-term residual impact of packaging waste on the environment.
Implement lightweight and reduced packaging design	Optimize the structure and dimensions of pharmaceutical packaging, reduce unnecessary wraps and redundant materials, and minimize packaging material consumption per unit of product while ensuring functionality and safety.
Promote the application of reusable packaging	Promote the use of reusable stainless steel turnover barrels and transport containers in the supply chain to replace disposable packaging, significantly reducing packaging waste.
Optimize warehousing and inventory management	Improve warehousing efficiency and cargo turnover rate by building modern high-bay warehouses and implementing precise digital inventory management, so as to effectively avoid expiration, deterioration and scrapping of materials and products caused by long-term overstocking.

Table: Hazardous Waste Emissions of RemeGen

Indicator	Unit	2023	2024	2025
Hazardous waste emissions in total	tonne(s)	141.25	43.67	30.88
Hazardous waste emission intensity	tonnes/revenue of RMB ten thousand	0.0013	0.00025	0.000095

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Non-hazardous Waste Emissions of RemeGen

Indicator	Unit	2023	2024	2025
Non-hazardous waste emissions in total	tonne(s)	50	101.50	92.19
Non-hazardous waste emission intensity	tonnes/revenue of RMB ten thousand	0.00046	0.00059	0.00028

4.2.4 Resource Management

RemeGen optimizes resource allocation and enhances utilization efficiency in key areas such as water resources and packaging materials. We implement water-saving measures, optimize packaging design, and promote recycling, striving to become a resource-saving and environmentally friendly enterprise.

Management of Water

RemeGen strictly complies with the *Water Law of the People's Republic of China* and other national laws and regulations, and has formulated internal water management systems such as the *Water Use Measurement Management System*, the *Management System for Conservation of Electricity and Water*, and the *Energy Measuring Apparatus Configuration and Management System*. The Company systematically promotes water conservation by optimizing the way of water intake, lowering the frequency of water intake, and adds recycling device. Meanwhile, leveraging the deployed energy management system, we conduct real-time monitoring and data analysis of water usage, enabling the investigation of consumption exceeding specified quotas and the development of corrective action plans, to achieve refined control and efficient utilization of water resources.

Water Management Objectives of RemeGen	Reduce water cost per unit of product for each workshop by 2% in 2025 compared to 2024.
Achievement of Objectives	In 2025, the water consumption per unit of product in the workshop was 0.24 tonnes/vial, a 53.8% decrease compared to 2024 (0.52 tonnes/vial), overfulfilling the water management objective of 2% reduction in consumption.

Table: Water Consumption of RemeGen

Indicators	Unit	2023	2024	2025
Consumption of fresh water	tonne(s)	694,043	821,625	748,839
Consumption of reclaimed water	tonne(s)	52,000	70,542	71,550
Water consumption intensity	tonnes/revenue of RMB ten thousand	6.35	5.20	2.52

4. SAFETY AND ENVIRONMENTAL PROTECTION

Use of Packaging Materials

Guided by the principles of “Reducing, Reusing, Recycling and Replacing”, RemeGen controls the use of packaging materials in various aspects such as the source of procurement, use process, recycling and reuse to avoid wastage of packaging materials. In 2025, RemeGen used a total of 198 tonnes of packaging materials, with the intensity of packaging materials per unit amounting to 0.61kg/revenue of RMB ten thousand.

Table: Packaging Material Management Measures

Management measures	Description of measures
Packaging specification optimization	Replace large packages with smaller packages of materials to reduce the consumption of packaging materials.
Precision procurement strategy	Submit request for procurement and purchase packaging materials strictly based on market developments and clinical needs. Reduce package waste by assessing anticipated usage in advance of package changes.
Inventory management norms	The production material requisition process adheres to the “First-In, First-Out” principle to avoid excessive accumulation of packaging materials in warehouses. When requisitioning materials, only the necessary packaging materials required for the current batch are requisitioned, and any remaining unused materials are promptly returned to the warehouse after completion of production.
Employee skills enhancement	Strengthen the staff operation skills training to prevent the waste of packaging materials due to improper operation.
Equipment maintenance guarantee	Conduct regular maintenance and repair of the production line equipment to maintain the stable operation of the equipment to reduce the waste of packaging materials caused by equipment failure.

Recycling

The Company actively carries out “Lean Manufacturing” initiative to realize the goal of circular economy. The Company establishes a lean manufacturing team and a lean manufacturing office to implement energy saving and emission reduction policies from the top down, and encourages all employees to actively participate in the initiative. We have established a project effectiveness evaluation mechanism. Based on the level of implementation results, outstanding project teams with feasibility and practical results are awarded performance assessment bonuses and special cash incentives to encourage continuous optimization of resources and energy efficiency improvement in production processes.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Circular Economy Initiatives of RemeGen

Energy recovery and reuse

Recovery of waste heat from boiler flue gas

Install natural gas boilers equipped with economizers and condensers in the Phase III project to recover both sensible and latent heat from boiler flue gas for preheating feed water, reduce flue gas temperature from approximately 260°C to 70°C, improve thermal efficiency, and achieve energy savings in the steam production process.



Utilization of waste heat via water source heat pumps

Install two water source heat pump units in the basement of Phase III to recover waste heat from the condensate water tank and transfer it to the hot water supply side of the ground-source heat pump, enabling heat recovery and reuse. Recover approximately 363,000 kWh of heat annually based on unit power and operating hours, effectively reducing heating energy consumption.



4. SAFETY AND ENVIRONMENTAL PROTECTION

Energy recovery and reuse

Utilization of natural cooling sources

Deploy chiller modules with free-cooling capability. When the outdoor temperature falls below a set threshold (e.g., 7°C), automatically switch to free-cooling mode and use low-temperature ambient air for heat exchange, reducing compressor runtime. This technology lowers cooling energy consumption under favorable climate conditions, enables seasonal high-efficiency energy utilization, and achieves energy-saving targets.



模块化风冷冷水机组 麦克维尔 空调			
型号 MAC450D5FC			
名义制冷量(标准工况)	135.0kW	自然冷却	制冷量(标准工况)
名义制冷输入功率/电流	41.1kW/75.8A	制冷COP	制冷输入功率/电流
制冷COP(PLV)	3.28@50	自然冷却	30.88
制冷量(标准工况)	148.0kW	制冷COP	148.0kW
制冷输入功率/电流	42.2kW/76.1A	制冷COP	4.4kW/7.4A
制冷COP	3.51	制冷COP	33.84
制冷量(标准工况)	161.0kW	制冷量(标准工况)	161.0kW
制冷输入功率/电流	42.4kW/76.4A	制冷输入功率/电流	4.3kW/7.3A
制冷COP	3.80	制冷COP	37.44
电源	380V/3N-50Hz	热交换最大工作压力	4.15 MPa
最大输入功率/电流	55.8kW/102.5A	最高工作压力	4.15 MPa
制冷剂/充注量	R410A/21.5 kg ±2	制冷剂	IPX4
机组总重量	1045kg	防触电保护类型	IP4
机组外形尺寸	2100*1100*2360 mm	制造日期/出厂编号	伊美森系列
机组外形尺寸	深圳麦克维尔空调有限公司		

Energy recovery from air conditioning exhaust

Install heat pipe heat recovery devices in the park's air conditioning units. Use coils and circulation pumps to recover waste heat (or waste coolth) from exhaust air for preheating (or precooling) fresh air, reducing energy loss. The system realizes internal recycling of exhaust air energy, improves the overall energy efficiency of the air conditioning system, and lowers cooling and heating loads.



4. SAFETY AND ENVIRONMENTAL PROTECTION

Water recycling and reuse

Water recycling via reclaimed water systems

Establish reclaimed water systems in selected buildings to collect wastewater generated during water production and transport it to the reverse osmosis system for reprocessing. The purified water is then reused as feed water for equipment such as cooling towers and ground-source heat pumps. Concentrated water in the drug substances building and drug products building of the North Park is recycled to the raw water tanks through the built-in RO membrane recovery devices of water-machines. In 2025, approximately 71,600 tonnes of reclaimed water was recycled.



Recovery of steam condensate

Install steam condensate recovery units in production buildings to collect condensate generated during process equipment operation and return it to the boiler system as feed water, with approximately 25,900 tonnes of condensate recovered annually, effectively reducing freshwater intake and wastewater discharge.



Recovery of purified water concentrate

Install concentrate recovery devices on selected purified water machines to recycle the concentrate discharged from the primary reverse osmosis process through the secondary RO membrane and redirected it back to the raw water tanks, achieving an approximate 50% recovery rate of the concentrate and further reducing water consumption during the purified water production process.



4. SAFETY AND ENVIRONMENTAL PROTECTION

4.3 RESPONSE TO CLIMATE CHANGE

In responding to the profound challenges of global climate change, RemeGen recognizes that climate issues are not only pivotal to humanity’s shared future but also intrinsically linked to the Company’s long-term sustainable development. To this end, we integrate climate considerations into the core of our strategy and operations, striving to seize development opportunities amid uncertainty and continuously build a more resilient business model.

4.3.1 Governance

RemeGen has fully incorporated climate-related issues into the Group’s governance framework for sustainable development, establishing a governance system where the Board of Directors assumes strategic decision-making and oversight responsibilities, and the ESG working group is responsible for planning, implementation and daily management, so as to promote the orderly development of the Company’s climate actions and the steady achievement of targets.

We regularly organize special training sessions and seminars on climate issues for the Board of Directors, management and relevant functional principals and continuously improve the professional knowledge and capabilities of the core decision-making and execution teams to ensure the effective communication and accurate implementation of the climate strategy. To strengthen strategic guidance and accountability, we incorporate the achievement of climate-related targets into the long-term incentive and remuneration evaluation systems for the Board and senior management, specifying the weighting of relevant indicators in the remuneration structure and establishing a long-term mechanism that links responsibility, performance, and incentives.

Table: Climate Change Governance Framework

Governing body		Responsibilities
Governance level	Board of Directors	The Board of Directors serves as the highest authority and oversight body for the Company’s climate-related governance, with primary responsibilities including: <ul style="list-style-type: none"> • Strategic Approval: Approving the Company’s overarching strategy, medium-to-long-term goals, key pathways, and major policies for addressing climate change.
		<ul style="list-style-type: none"> • Supervision and Evaluation: Regularly reviewing and deliberating on management’s specialized reports regarding climate change governance, significant risks and opportunities, target progress, and performance, assessing their impact on the Company’s long-term value and the effectiveness of management measures.
		<ul style="list-style-type: none"> • Information Disclosure Approval: Conducting final review and approval of the annual sustainability report, which includes climate-related information, as well as other key public disclosure documents.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Governing body		Responsibilities
Management level	ESG working group	<p>The Headquarters, in collaboration with its subsidiaries, has established a dedicated ESG working group, whose primary responsibilities include:</p>
		<ul style="list-style-type: none"> Strategic Planning and Target Management: Leading the development of implementation plans, annual targets, and action plans for the Company's sustainability and climate strategy, and driving their execution. Responsible for setting, cascading, and tracking climate-related performance indicators for each business unit and department to ensure target achievement.
		<ul style="list-style-type: none"> Risk and Opportunity Management: Leading and coordinating the identification and assessment of climate-related risks and opportunities, and developing and organizing the implementation of response strategies and action plans.
		<ul style="list-style-type: none"> Operational Integration and Execution: Integrating climate targets and requirements into daily operations, investment decisions, R&D and innovation, and supply chain management. Each department implements climate action plans within its specific business activities, including data collection, process monitoring, and performance improvement.
		<ul style="list-style-type: none"> Communication and Reporting: Organizing internal and external stakeholder communications. Leading the preparation and review of climate-related disclosures to ensure information accuracy and compliance, and reporting to the Board of Directors.

4.3.2 Strategy

To address the challenges and opportunities posed by climate change, we proactively integrate climate considerations into the Company's strategic development. By continuously monitoring domestic and international policy trends and industry transformation dynamics, and applying scientific assessment methods such as scenario analysis, we analyze climate-related potential risks and emerging opportunities, evaluating their comprehensive impact on the Company's strategic objectives, operational activities, and value chain segments. This enables us to consistently enhance the Company's climate resilience and adaptive capacity.

Climate Risk and Opportunity Identification

Based on the Task Force on Climate-related Financial Disclosure (TCFD) framework and aligned with the Company's industry characteristics and operational realities, we have developed a comprehensive climate risk list.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Climate Risk List

Risk type	Risk name	Risk description
Physical risks – Acute risk	Extreme cold weather	Extreme cold weather will increase the risk of supply chain disruptions, potentially leading to delays in raw material transportation, abnormal operation of production equipment, and challenges to the stability of warehousing temperature control systems, which may affect the timeliness and reliability of drug supply.
	Extreme heat weather	Extreme heat weather may disrupt raw material supply due to production interruptions at suppliers, while also posing challenges to the operation of the Company’s temperature control equipment, thereby creating risks to product quality assurance and employees’ occupational health.
	Cyclone/Typhoon	Cyclones or typhoons may disrupt the Company’s supply chain, delay raw material deliveries, increase the risk of damage to plant facilities, and interfere with normal operations. Additionally, logistics disruptions could impact product transportation.
	Extreme rainfall	Extreme rainfall may lead to supply chain delays and production disruptions, while also posing risks to product quality and laboratory operations due to waterlogging and high humidity in plant areas.
Physical risks – Chronic risk	Drought	Drought may lead to supply chain fluctuations and water scarcity in production, increasing energy consumption and costs, while potentially threatening product quality, experimental stability, and warehousing temperature control.
Transition risks – Policy compliance	Increasingly stringent energy conservation and emission reduction policies	Increasingly stringent policies will require companies to increase environmental protection investments and upgrade facilities; otherwise, they will face rising compliance costs and the risk of penalties.
	Carbon pricing	Carbon pricing will increase the direct emission costs for companies and may lead to higher transportation expenses due to cost pass-through by logistics providers.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type	Risk name	Risk description
Transition risks – Market risk	Changes in consumer behavior	Changes in consumer preferences and evolving demands will challenge companies' supply chain carbon management capabilities, increasing the risk of customer attrition.
Transition risks – Technology innovation	Failure in technology innovation and R&D	The transition to green manufacturing faces high capital expenditures and cash flow pressures, with uncertainties in technology implementation potentially leading to asset impairment risks.
Transition risks – Reputation	Stakeholder feedback	Poor environmental performance will increase financing costs, impact the valuation of innovative drugs, and weaken the Company's competitiveness and supply chain stability.

Climate Scenario Analysis

In accordance with internationally recognized scientific frameworks and the characteristics of the biopharmaceutical industry, we have selected a combination of scenarios that are representative, comparative, and relevant to the industry for scenario analysis. For physical risks, we refer to the Shared Socioeconomic Pathways (SSPs) developed by the Intergovernmental Panel on Climate Change (IPCC) and select two emission scenarios: "SSP1-2.6" and "SSP5-8.5". These are used to analyze the potential physical impacts of extreme weather and long-term climate pattern changes on the Company's operations and value chain under conditions ranging from active mitigation to high-emission pathways. For transition risks, we mainly draw on the global energy scenarios of the International Energy Agency (IEA) and select the "Net Zero Emissions by 2050 Scenario (NZE)" and the "Stated Policies Scenario (STEPS)". These are applied to assess transition risks and opportunities that may affect the Company's strategy, operations and financial performance under varying policy stringency, technological progress and market transition speeds.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Table: Climate Scenario Selection

Physical risks		Transition risks	
SSP1-2.6	SSP5-8.5	IEA Net Zero (NZE)	IEA Stated Policies Scenario (STEPS)
Under low-temperature scenarios, greenhouse gas emissions will decline to low levels by the end of the century. Future temperature rise will be limited to within 2°C, with socioeconomic development advancing toward sustainability and low-carbon pathways. The impact of physical risks caused by climate change (e.g., extreme weather events, rising sea levels) is negligible.	Under high-temperature scenarios, the global average temperature will rise significantly, potentially exceeding 4°C above pre-industrial levels. Socioeconomic development will move toward high carbon emissions with heavy reliance on fossil fuels. The impact of physical risks caused by climate change (e.g., extreme weather events, rising sea levels) will be particularly significant.	Under low-temperature scenarios, the world will achieve net-zero emissions by 2050, with a 50% chance of limiting temperature rise to 1.5°C by 2100. Transition risks arising from climate change (e.g., carbon taxes, clean technology shifts) are relatively pronounced.	Under high-temperature scenarios, only existing climate policies will be retained in the future, with temperatures rising by 3°C by 2080, leading the socio-economy toward an “extremely hot world”. With the implementation of conservative climate policies, transition risks related to climate change (e.g., carbon taxes, clean technology transitions) will be significantly reduced.

In accordance with the guiding principles of ISSB’s *IFRS S2 Climate-related Disclosures*, and based on aligning national macro objectives with the Company’s strategic direction, the Company has defined short-, medium-, and long-term timeframes for climate scenario analysis. This supports the Company in establishing a climate governance strategy system with clear phases, well-defined pathways, and actionable implementation.

Table: Definitions of Short-term, Medium-term, and Long-term Climate Periods

Short-term	Medium-term	Long-term
2025-2026	2027-2030	2031-2040

4. SAFETY AND ENVIRONMENTAL PROTECTION

Climate Risk Analysis and Assessment

Based on global climate models, we have simulated, under different future climate scenarios, the changes in the frequency and intensity of extreme weather events over the short, medium, and long term for the locations of each material asset. Through correlation analysis of the simulated data and threshold setting, the Company has established a quantitative assessment matrix for various types of physical risks. Based on the threshold classification of this matrix, systematic identification of high, medium, and low-level exposures to various physical risks can be made across different time periods.

Table: Physical Risk Exposure of RemeGen

Physical risks	SSP1-2.6			SSP5-8.5		
	Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
Extreme cold weather	Low	Low	Low	Low	Low	Low
Extreme heat weather	Low	Low	Low	Low	Low	Low
Cyclone/Typhoon	Low	Medium	Medium	Medium	High	High
Extreme rainfall	Medium	Medium	Medium	Medium	Medium	Medium
Drought	High	High	High	High	High	High

In light of its actual circumstances, RemeGen has assessed the exposure to transition risks and opportunities under different scenarios and evaluated the impacts of various transition risks and potential opportunities as high, medium or low across short-term, medium-term and long-term time horizons.

Table: Transition Risk and Opportunity Risk Exposure of RemeGen

Category	Risk/Opportunity item	NZE			STEPS		
		Short-term	Medium-term	Long-term	Short-term	Medium-term	Long-term
Transition risks	Increasingly stringent energy conservation and emission reduction policies	Medium	Medium	High	Low	Medium	Medium
	Carbon pricing	Medium	Medium	Medium	Low	Medium	Medium
	Changes in consumer behavior	Low	Medium	Medium	Low	Low	Medium
	Failure in technology innovation and R&D	Low	Medium	Medium	Low	Low	Medium
	Stakeholder feedback	Low	Low	Medium	Low	Low	Low
Transition opportunities	Resource utilization enhancement	Medium	Medium	High	Medium	Medium	Medium
	Use of renewable energy	Medium	High	High	Low	Medium	Medium
	R&D and innovation of products	Low	Medium	Medium	Low	Low	Medium
	Entry into new markets	Low	Low	Medium	Low	Medium	Medium

4. SAFETY AND ENVIRONMENTAL PROTECTION

RemeGen continues to refine its climate risk and opportunity identification mechanism, assessing the potential impacts of climate-related risks and opportunities on various business segments and financial performance in the short, medium, and long term, while formulating targeted mitigation and adaptation measures. We strive to mitigate risks and seize opportunities, continuously enhancing the Company’s business resilience and sustainable development capabilities in the context of climate change.

Table: Climate Risk Impact Analysis

Risk type			Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
Physical risks	Acute risks	Extreme cold weather	Short-term: low Medium-term: low Long-term: low	Raw material procurement	Supply chain disruption risk: Heavy snow and freezing conditions may lead to road icing, potentially causing delays in raw material transportation from suppliers in affected regions, delivery interruptions, or in-transit damage.	None	Increased administrative expenses and cash paid for other operating activities	Logistics optimization: Adopt transportation methods combining rail and road transport to mitigate risks
				R&D stage	Drug storage and supply timeliness risks: Extreme cold weather may affect the quality of stored drugs in R&D and clinical trials. Transportation delays may also lead to delayed patient dosing, affecting trial implementation and patient conditions.	None	Increased R&D expenses	Enhancement of staff's emergency response capabilities and supply chain resilience: Provide specialized training for R&D, clinical operation and warehouse personnel to enable them to proficiently master the emergency plans and operational procedures for temperature deviations. Meanwhile, evaluate and select logistics service providers with reliable transportation capabilities under extreme weather conditions, or establish multi-route transportation plans to ensure the timely and safe delivery of pharmaceuticals.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type			Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
				Production stage	Equipment failure and production disruption risks: Low temperatures may directly damage critical production equipment and increase energy consumption and load on heating and ventilation systems. In extreme cases, it may lead to temporary production interruptions, hazardous chemical leaks, and personnel injuries.	Increased procurement costs for emergency equipment, as well as higher operational costs related to energy usage and maintenance	Increased manufacturing expenses and cash paid for other operating activities	Enhancement of facility protection and emergency resource support: Install insulation layers and heating tracing tapes for outdoor and freeze-prone pipelines and equipment, with special inspections conducted on systems such as boilers, power supply, and water treatment. Meanwhile, equip and test emergency devices including generators and emergency lighting to mitigate leakage risks and ensure personnel safety.
				Warehousing and transportation stages	Risk of transportation delays: Snow and ice on roads may obstruct logistics and transportation, leading to delays in inventory supply response.	None	Increased administrative expenses	Establishment of safety stocks: Maintain safety stocks in key sales regions to buffer against transportation delays.
Physical risks	Acute risks	Extreme heat weather	Short-term: low Medium-term: low Long-term: low	Raw material procurement	Suppliers' business disruption risk: The production processes of certain temperature-sensitive pharmaceutical raw materials, excipients, and key reagents may be hindered during extreme heat weather, leading to suppliers' production interruptions or delivery delays, thereby affecting the stability and timeliness of the Company's raw material procurement.	None	Increased prepayments, contract fulfillment costs, and procurement costs	Supply chain resilience management: Identify temperature-sensitive critical materials and their suppliers and incorporate relevant supplier business continuity requirements into procurement strategies, or consider developing alternative suppliers or substitute materials to mitigate supply concentration risks.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type			Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
				R&D stage	<p>Temperature control system deviation risk: Extreme heat may cause temperature control system failure, compromising drug storage and the accuracy of highly sensitive R&D processes.</p>	None	Increased R&D expenses	<p>Routine maintenance and contingency planning: Prioritize the installation and maintenance of backup power supplies for temperature-sensitive R&D equipment and critical storage points (e.g., pharmacies), and develop detailed emergency operating procedures for temperature deviations.</p>
				Production stage	<p>Output quality and employees' health risks: Maintaining cleanroom production conditions (cooling, humidification) will result in increased energy consumption. Additionally, if the refrigeration system fails or fails to meet required standards, it may result in a decline or even failure of output quality, as well as pose risks to the health of production personnel.</p>	None	Increased manufacturing/operating expenses and cost of goods sold (COGS)	<p>Energy consumption monitoring and efficiency enhancement: Strengthen real-time monitoring and analysis of energy consumption in cooling systems during extreme heat weather, evaluate and implement energy-saving optimization measures.</p> <p>Establishment of personnel health protection and emergency plans: Develop and implement high-temperature work management regulations, including providing heatstroke prevention supplies and conducting emergency drills for heatstroke. Develop rapid response plans for refrigeration system failures, specifying procedures for activating backup systems, process adjustments, and personnel evacuation.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type			Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
				Warehousing and transportation stages	Cold chain dependency risk: The Company's raw materials and drug substances needing to be stored as well as drug substances and finished products needing to be transported rely on cold chain technology for preservation.	None	Increased cost of goods sold (COGS)	Enhancement of equipment and monitoring: Conduct regular maintenance, validation, and real-time temperature monitoring for cold chain equipment (cold storages, refrigerated trucks, temperature-controlled containers, etc.), and install backup power or standby equipment to ensure temperature maintenance during power outages or equipment failures.
Physical risks	Acute risks	Cyclone/Typhoon	Short-term: low Medium-term: low Long-term: medium	Raw material procurement	Supply chain disruption risk: Typhoon weather conditions may lead to disruptions in air and land transportation, resulting in delays in raw material shipments, failed deliveries, or in-transit damage.	None	Increased procurement expenses and asset impairment losses	Diversified logistics contingency plans: Evaluate and establish multi-modal emergency plans for key transportation routes, while maintaining partnerships with multiple logistics service providers to enhance flexibility. Enhancement of early warning and inventory management: Closely monitor typhoon alerts and proactively coordinate shipment schedules with suppliers and logistics partners. Consider establishing short-term safety stock in secure locations for critical raw materials potentially affected during the typhoon season to mitigate supply disruptions.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type			Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
				Production stage	<p>Infrastructure damage risk: The Company's primary operations are in coastal regions, where typhoons and cyclones may impact external facilities such as plants, warehouses, and power equipment, potentially disrupting normal operations and employees' safety.</p>	None	Increased cost of goods sold (COGS) and administrative expenses	<p>Facility reinforcement and preventive maintenance: Conduct regular inspections and implement windproof and waterproof reinforcement measures for the roofs, doors, windows, external ancillary facilities, and electrical equipment of factory buildings and warehouses, clear the drainage systems, and complete specialized preventive maintenance prior to the typhoon season.</p> <p>Disaster emergency plan development and drill: Establish specialized emergency plans for typhoons and floods, with personnel evacuation, critical asset relocation, key equipment protection, data backup, and post-disaster recovery procedures specified, and conduct regular drills.</p>
				Warehousing and transportation stages	<p>Risk of transportation delays: Typhoons and cyclones may severely disrupt logistics, affecting the timely delivery of products to customers.</p>	None	Delayed revenue recognition or reduced revenue, increased sales expenses and contract fulfillment costs	<p>Enhancement of customer communication and early warning: When anticipating significant transportation disruptions, promptly inform customers of expected delays and proposed solutions to manage expectations and maintain customer relationships.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type			Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
Physical risks	Acute risks	Extreme rainfall	Short-term: medium Medium-term: medium Long-term: medium	Raw material procurement	Supply chain stability risk: Extreme rainfall may disrupt production and transportation conditions in the regions where upstream suppliers are located, leading to unstable deliveries or delayed shipments of key raw materials. This increases pressure on safety stock levels and undermines the stability of production planning.	None	Increased procurement costs and expenses	Collaborative formulation of contingency plans: Establish a joint emergency response mechanism with key suppliers to share weather forecasts and production schedules. Coordinate advance shipments or adjust transportation routes before extreme rainfall warnings to hedge against potential disruption risks.
				R&D stage	Laboratory operation risk: Persistent heavy rainfall may cause water seepage in underground spaces of laboratory buildings and power system fluctuations, affecting laboratory equipment stability and sample safety.	None	None	Establishment of emergency procedures for environmental monitoring and sample protection: Strengthen real-time monitoring and anomaly alerts for laboratory temperature, humidity, pressure differentials, and power quality. Develop relevant emergency response plans, clarifying the priority and operational steps for equipment shutdown within the laboratory.
				Production stage	Production disruption and product contamination risks: Extreme rainfall may lead to waterlogging in plant areas, equipment immersion, and power outages, affecting the continuous production of pharmaceuticals and resulting in product contamination.	Increased capital expenditure on flood control projects, waterproof facilities, and backup power supplies	Increased R&D and compliance costs and asset impairment losses	Flood control facilities and emergency support: Evaluate and enhance the drainage system capacity of the plant area and conduct waterproof reinforcement for key areas such as workshop entrances and underground facilities. Equip key production areas with waterproof barriers and emergency drainage pumps. Ensure uninterrupted power supply and backup generators can provide continuous electricity to core environmental control systems and critical production equipment.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type			Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
				Warehousing and transportation stages	Product compliance risk: The high-humidity environment caused by extreme rainfall may also increase the risks of packaging moisture damage and biological agent quality degradation, affecting delivery timelines and product compliance.	None	Increased compliance costs	Enhancement of packaging and environmental controls: Upgrade humidity-sensitive packaging materials (e.g., using packaging with higher moisture-proof grades) and install additional humidity monitoring and dehumidification equipment in key warehouse areas (such as lower shelves of high-bay warehouses and temporary storage zones for outbound shipments) as well as in transport vehicles.
Physical risks	Chronic risk	Drought	Short-term: low Medium-term: low Long-term: low	Raw material procurement	Supply chain volatility risks: Water scarcity caused by drought may affect normal production at suppliers, leading to supply interruptions, price fluctuations, and reduced supply chain management efficiency.	None	Increased administrative expenses and procurement costs	Business continuity assurance: Incorporate water resource risk management of suppliers into the procurement decision-making process, prioritizing partners that have established effective water risk mitigation measures to enhance supply chain resilience.
				R&D stage	Experimental stability risk: It may pose certain impacts on the stability of the experimental environment, including increased pressure on the supply of experimental water, greater difficulty in maintaining temperature and humidity control for cell culture and instrument operation, as well as challenges to the progress of some experiments and data consistency.	None	Increased R&D expenses	Flexible adjustment of experimental plans: Evaluate and adjust experiments highly sensitive to water, temperature, and humidity as needed during extreme weather warnings, prioritizing stable conditions for critical experiments.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type		Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
			Production stage	<p>Tight supply of production water: Drought may lead to shortages in the supply of cooling water and purified water, affecting temperature control and water usage in processes such as fermentation and purification. This poses threats to cell culture, product yield, and cleaning effectiveness. Meanwhile, to maintain constant temperature and humidity in cleanrooms, energy consumption by air conditioning systems will increase.</p>	None	Increased operating costs	<p>Internal circulation and water conservation: Evaluate and optimize process water circuits to enhance the recycling efficiency of cooling water and purified water.</p> <p>Energy efficiency improvement: Implement energy-saving retrofits or optimize operational strategies for high-energy-consuming equipment such as air conditioning systems and cooling towers to reduce water and energy consumption per unit output.</p>
			Warehousing and transportation stages	<p>Warehousing and transportation energy efficiency and product quality risks: Increased difficulty in controlling warehouse temperature and humidity, leading to higher dehumidification loads for air conditioning systems; reduced heat dissipation efficiency of cold chain equipment, resulting in extended compressor runtime; heightened risks of temperature and humidity fluctuations in drug storage environments, potentially affecting drug stability; increased air conditioning load for vehicles during logistics transportation, driving up transportation costs.</p>	None	Increased operating costs	<p>Enhancement of equipment efficiency management and environmental monitoring: Perform maintenance and energy efficiency assessments on air conditioning and cold chain equipment in warehouses and cold storage and optimize operation strategies. Install additional temperature and humidity sensors in critical areas for real-time monitoring and alarms. Optimize routes and schedules for cold chain transport vehicles to avoid high-temperature operation and ensure proper functioning of refrigeration equipment.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type		Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
Transition risks	Policy compliance	<p>Increasingly stringent energy conservation and emission reduction policies</p> <p>Short-term: low Medium-term: medium Long-term: medium</p>	Self-operation	As policies clarify carbon reduction targets and requirements for replacing production technologies with green alternatives, enterprises need to increase environmental protection investments to upgrade facilities and optimize high-energy-consuming processes. Otherwise, they may face risks of rising compliance costs, administrative penalties, or legal disputes.	Increased operating costs due to higher expenditures on equipment replacement and environmental facility upgrades	Increased operating costs due to continuous investment in environmental protection equipment	<p>Technology upgrade and energy efficiency optimization: Timely replace non-compliant equipment, advance waste heat recovery projects, improve energy utilization rates, and reduce carbon emission intensity.</p> <p>Policy dynamics tracking and compliance management: Dynamically monitor domestic and international environmental protection policy and regulatory changes to ensure production processes comply with the latest regulatory requirements and mitigate administrative penalty risks.</p>
	Carbon pricing	<p>Short-term: low Medium-term: low Long-term: medium</p>	Self-operation	Direct carbon emissions from the Company's own production facilities (such as boilers and transport vehicles) are included in the carbon trading system. If carbon allowances are insufficient, additional purchases or investments in emission reduction technologies are required.	None	Increased operating costs due to additional purchases of carbon allowances	<p>Clean energy replacement and upgrade: Prioritize energy-saving and environmentally friendly equipment when procuring new equipment, and actively explore clean energy replacement solutions to expand their usage proportion.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type		Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
			Downstream – Warehousing and transportation	Third-party logistics providers may increase freight rates due to rising carbon prices, or the Company may need to adopt low-carbon transportation methods (e.g., electric vehicles) to meet customers' green requirements, leading to higher logistics costs.	None	Increased transportation costs due to substitution with electric vehicles	<p>Transportation network optimization: Integrate transportation demands through intelligent dispatching, improve loading rates, and optimize routes to reduce unit carbon emissions.</p> <p>Replacement with new energy vehicles: Gradually introduce electric or hydrogen-powered vehicles, prioritizing pilot applications in short-distance delivery scenarios.</p>
Market risk	Changes in consumer behavior	Short-term: low Medium-term: low Long-term: medium	Self-operation	Consumer preference for low-carbon products and shifts in disease patterns are driving a reshaping of market demand, posing a risk that RemeGen may lose customers due to inadequate carbon management capabilities in its supply chain.	None	Increased R&D expenses due to enhanced development of low-carbon products	<p>Low-carbon demand response: Strengthen market research, dynamically track customers' low-carbon preferences, and optimize carbon labeling design of products and green supply chain management.</p>
Technology innovation	Failure in technology innovation and R&D	Short-term: low Medium-term: low Long-term: medium	Self-operation	High capital expenditures crowd out R&D resources, exacerbating cash flow pressures; the uncertain implementation of green technologies may lead to asset depreciation and sunk costs.	None	Accelerated depreciation of fixed assets due to replacement of high-energy-consuming equipment	<p>Phase-out and replacement of high-energy-consuming equipment: Comprehensively assess the energy efficiency levels of existing production equipment and install intelligent monitoring systems to track energy consumption and carbon emissions data in real time.</p> <p>Lean process optimization: Implement green manufacturing and process reengineering to enhance resource utilization efficiency.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

Risk type		Impact level	Key business stage impacted	Potential risk impact	Current financial impact	Expected financial impact	Mitigation measures
Reputation	Stakeholder feedback	Short-term: low Medium-term: medium Long-term: medium	Self-operation	RemeGen's climate transition reputation risk is deeply intertwined with its financing capability, R&D investment, and market confidence. Inadequate environmental performance may elevate financing costs and erode the valuation of its innovative drug pipeline. Concurrently, the core business competitiveness and supply chain stability are directly impacted by the pace of its green transition.	None	Higher operating costs due to increased investment in low-carbon information disclosure and green brand value promotion	<p>Low-carbon transparency disclosure: Regularly publish ESG reports and systematically disclose low-carbon initiatives through official channels such as the Company's website, strengthening the green relevance in R&D and production processes.</p> <p>Dynamic collaboration among stakeholders: Proactively address the impacts of low-carbon transition on R&D funding and supply chain partnerships, while enhancing strategic transparency.</p>

Table: Climate Opportunity Analysis

Opportunity Type		Potential Impact	Time Frame	Mitigation Measures	
Transition Opportunities	Resource Efficiency	Improved resource utilization	Optimizing the production process and enhancing energy utilization efficiency can reduce the resource consumption per unit product. At the same time, efficient resource utilization also helps to lower the procurement costs of energy and materials.	Medium to long term	<p>Process energy efficiency upgrades: Continuously optimize steam, water, and power systems, introduce smart monitoring and waste heat recovery technologies to reduce resource waste;</p> <p>Resource recycling: Promote closed-loop management such as wastewater reuse and waste material regeneration to reduce dependence on raw material procurement.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

Opportunity Type		Potential Impact	Time Frame	Mitigation Measures
Energy Sources	Use of renewable energy	Increasing the proportion of photovoltaic power generation and green electricity procurement can reduce fossil fuel dependence and carbon emissions, and mitigate energy price volatility risks; at the same time, leveraging government subsidy policies to support the construction of green facilities can accelerate the low-carbon transformation of the energy structure.	Medium to long term	<p>Renewable energy expansion: Consider installing distributed photovoltaic equipment in plant areas, and exploring composite use of spaces such as rooftops and carports to increase self-sufficiency in green electricity;</p> <p>Policy benefit application: Proactively apply for subsidies for renewable energy projects, tax reductions, and low-interest loans to reduce investment costs of green facilities.</p>
Products and Services	R&D and innovation of products	Growing demand for climate-related health may drive an increase in revenue from corporate products, but it requires simultaneous scaling up of R&D investment; Enterprises need to proactively develop climate-adaptive product lines and strengthen their influence in the public health sector to maintain trust and stickiness among policymakers, professionals, and patients.	Long-term	<p>Multi-party collaborative innovation: Partner with public health institutions to conduct climate health risk research, and accelerate clinical and market access for adaptive products through government-corporate cooperation models.</p>

4. SAFETY AND ENVIRONMENTAL PROTECTION

Opportunity Type		Potential Impact	Time Frame	Mitigation Measures
Markets	Entry into new markets	Meeting international carbon footprint access requirements can break down barriers to emerging markets and increase export revenue from low-carbon products.	Long-term	<p>Carbon footprint compliance management: Establish an international carbon accounting system covering products to ensure compliance with target market access standards;</p> <p>Green brand value output: Systematically communicate green brand value through regular ESG report releases, effectively enhancing recognition of the Company's low-carbon and sustainable development practices among overseas customers and regulatory agencies.</p>

Currently, the Company is progressively establishing and refining relevant financial statistical metrics by categorizing and identifying assets, business activities, and capital allocations related to climate risks and opportunities. In the future, based on a more mature accounting mechanism, we will regularly disclose relevant data.

4.3.3 Risk Management

We have established a closed-loop management system covering the entire process from identification, assessment, response, to reporting, and are proactively integrating climate-related risks into the company's overall strategy and decision-making framework. This aims to effectively manage and control risks and continuously enhance the company's development resilience and competitive advantage in a low-carbon future.

Table: Risk Assessment Process

Step	Process Description
Risk Identification	<p>Adopt a systematic approach to comprehensively identify climate-related risks that may affect the Company's operations and value chain.</p> <ul style="list-style-type: none"> Scope coverage: Analyze core business processes including procurement, R&D, production, and marketing; identify transition risks arising from policy, technology, and market changes, as well as acute physical risks from extreme weather events and chronic physical risks such as drought, sea-level rise, and global warming. Identification methods: Integrate scenario analysis, policy tracking, industry benchmarking, and stakeholder communication to preliminarily develop the Company's climate-related risk and opportunity list.

4. SAFETY AND ENVIRONMENTAL PROTECTION

Step	Process Description
Risk Assessment	<p>Conduct in-depth analysis of identified risks to determine management priorities.</p> <ul style="list-style-type: none"> • Risk analysis: Evaluate the likelihood, potential impact, and time range of each risk from dimensions such as financial impact, operational disruption, and strategic adjustment, and attempt to quantify their financial effects. • Risk evaluation: Grade and prioritize risks according to the Company's risk criteria, identifying key risks that require priority action and their specific impact pathways on business.
Risk Response	<p>Develop and implement targeted management strategies and actions based on risk assessment results.</p> <ul style="list-style-type: none"> • Strategy and integration: Incorporate climate risk response strategies into the Company's overall risk management and business strategy. Promote the development of specific action plans across business and functional departments, integrating relevant measures into investment decisions, operational optimization, and R&D innovation. • Resilience enhancement: Through the above integration, we aim to reduce risk exposure and seize low-carbon transition opportunities, thereby enhancing the Company's overall business resilience and long-term competitiveness.
Monitoring Report	<p>Establish a continuously improving oversight mechanism and ensure transparent information communication.</p> <ul style="list-style-type: none"> • Monitoring and review: Set key performance indicators to regularly monitor the status of key risks and the effectiveness of response measures. Regularly review and optimize the entire risk management process to ensure its adaptability and effectiveness. • Internal and external communication: Regularly report climate risk management status to the Board and management. Meanwhile, publicly disclose information on the Company's climate governance, strategy, risk management, metrics, and targets in accordance with mainstream disclosure frameworks.

4. SAFETY AND ENVIRONMENTAL PROTECTION

4.3.4 Metrics and Targets⁵

RemeGen translates its commitment to addressing climate change into concrete actions and continuously improves its carbon management system. From calculation and monitoring to transparent disclosure, we advance emission reduction practices in a systematic manner, achieving coordinated development between corporate operations and the ecological environment, and contributing tangible efforts to the goal of “carbon peaking and carbon neutrality”.

The Company primarily reduces carbon emissions through proactive emission reduction measures and has not yet used internal carbon pricing for management.

Table: RemeGen GHG Emissions⁶

Indicators	Unit	2023	2024	2025
Scope 1 direct GHG emissions	tco ₂ e	95.77	54.15	47.80
Scope 2 indirect GHG emissions	tco ₂ e	70,100.00	59,099.23	50,463.74
Total GHG emissions (Scope 1 + Scope 2 emissions)	tco ₂ e	70,195.76	59,153.38	50,511.54
GHG emission intensity (Scope 1 + Scope 2 emissions)	tco ₂ e/revenue RMB ten thousand	0.65	0.34	0.16

In 2025, the Company actively advanced and completed the preliminary calculation and disclosure of Categories 3, 5, 6, and 7 of Scope 3 greenhouse gas emissions. In the future, we will continue to follow regulatory requirements and internal progress to gradually improve the full-scope carbon emission calculation system.

Table: RemeGen Scope 3 GHG Emissions

Indicators	Unit	2023	2024	2025
Scope 3 GHG emissions-Category 3: fuel and energy-related activities	tco ₂ e	/	/	13,664.35
Scope 3 GHG emissions-Category 5: waste generated in operations	tco ₂ e	/	/	492.56
Scope 3 GHG emissions-Category 6: business travel	tco ₂ e	/	/	5,019.40
Scope 3 GHG emissions-Category 7: employee commuting	tco ₂ e	/	/	939.89

⁵ As the climate-related financial impacts and cross-industry metrics are still being calculated and the underlying data is currently incomplete, the Company has applied the reasonable data relief provisions under the Hong Kong Stock Exchange’s Implementation Guidance on Climate Information Disclosure, and therefore temporarily does not disclose the cross-industry metrics.

⁶ Greenhouse gas emissions are calculated in accordance with the *IPCC 2006 Guidelines for National Greenhouse Gas Inventories* published by the Intergovernmental Panel on Climate Change (IPCC) and the *Announcement on the Release of 2023 Carbon Dioxide Emission Factors for Electricity* published by the Ministry of Ecology and Environment of the PRC. The results are presented in tons of carbon dioxide equivalent (tCO₂e), and the carbon dioxide emission factor for electricity is 0.5306 kg CO₂/kWh.

5. EMPLOYEES AND COMMUNITY

RemeGen places great emphasis on talent management, providing a platform for legal employment, a competitive compensation and benefits system, and diverse communication channels. We support employees in realizing personal value and career growth, and have developed a variety of training programs. At the same time, we actively fulfill our corporate citizenship responsibilities through tangible patient care and social welfare initiatives, contributing to social harmony and sustainable development.

5.1 EMPLOYEE EMPLOYMENT

RemeGen consistently adheres to the principle of “people-oriented”, continuously improves the compensation and benefits system, implements legal and compliant recruitment and employment management, and provides employees with multiple and smooth communication channels to ensure that every employee can obtain development opportunities in a diverse, equal, and inclusive environment.

5.1.1 Employee Recruitment

RemeGen strictly complies with national laws and regulations such as the *Labor Law of the People’s Republic of China* and the *Labor Contract Law of the People’s Republic of China*, references the core standards of the International Labour Organization (ILO) of the United Nations, and continuously improves and implements internal systems such as the *Recruitment and Employment Management Regulations*, the *Resignation Management Regulations*, and the *Labour Management Regulations*, committing to the protection of fair employment and basic employee rights.

During the recruitment process, the Company rigorously checks candidates’ identification documents and resolutely avoids any form of child labor or forced labor. At the same time, the Company prohibits all forms of discrimination based on gender, age, religious beliefs, race, color, ethnicity, geographic location, or disability, effectively safeguarding the legitimate rights and interests of candidates and employees. We incorporate “equality” into the training of recruiters to ensure fairness and justice throughout the recruitment process. For employed staff, we are committed to creating a safe and compliant working environment, strictly prohibiting harassment including physical, mental, verbal, and sexual harassment, and will seriously address any confirmed misconduct. In 2025, the Company had no incidents of child labor or forced labor.

The Company implements a talent recruitment strategy of “accelerating the introduction of talents at all levels for innovation, internationalization, and commercialization”, and promotes a “precise recruitment and optimal selection” strategy. We focus recruitment resources on key business areas, building a full-dimensional recruitment channel system encompassing “online + offline, high-end + entry-level, internal + external” to optimize person-job fit and enhance recruitment efficiency. Simultaneously, we regularly organize annual talent reviews and, based on the results, formulate annual recruitment plans to effectively implement talent development strategies.

5. EMPLOYEES AND COMMUNITY

Table: Employee Recruitment Channels and Initiatives of RemeGen

<p>Online Recruitment System</p>	<ul style="list-style-type: none"> Integrate talent resources from various channels through the Moka Recruitment System to build and continuously enrich the Company’s own talent pool. Implement a talent pool priority strategy, prioritizing candidates from the internal talent pool for new positions to shorten recruitment cycles and accelerate time-to-hire. Utilize AI intelligent recruitment tools within online recruitment channels to achieve intelligent resume screening and precise job matching, improving recruitment efficiency.
<p>Campus Recruitment</p>	<ul style="list-style-type: none"> Recruit outstanding graduates by hosting campus information sessions and specialized dual-selection meetings. Establish and maintain close cooperation with more than ten famous universities and talent associations at home and abroad. During the recruitment of young PhDs, achieve precise talent matching through targeted dissemination of recruitment information within target colleges. During the Reporting Period, the Company had a total of 71 doctoral employees, accounting for 2% of all employees. Establish a long-term strategic partnership with Binzhou Medical College to co-build a talent cultivation base and practical teaching platform, and sign a joint training module agreement to effectively promote local employment.
<p>High-end Talent Recruitment</p>	<ul style="list-style-type: none"> Participate in high-end domestic and international industry conferences, collaborate with top headhunters to identify and introduce high-level talents in R&D, quality, marketing, and production management from home and abroad, so as to enhance the team’s professional capabilities.
<p>Internal Referral</p>	<ul style="list-style-type: none"> The human resources department regularly collects job vacancies and promptly publishes recruitment information through announcements, WeChat, and other channels, encouraging employees to refer talents that meet the Company’s recruitment needs.

Case



RemeGen’s Innovative School-Enterprise Cooperation Model with Binzhou Medical College

To promote local employment and achieve integration of industry, academia, research, and application, RemeGen officially signed a joint training agreement with Binzhou Medical College for “large-scale mammalian cell culture”. Based on long-term strategic cooperation, both parties jointly create an industry-education integration carrier combining a “talent cultivation base” and a “practical teaching platform”. Through methods such as joint curriculum development, shared faculty, and internships, they systematically enhance the practical skills and industrial adaptability of applied talents in the biomedical field, providing stable and professional human resources support for the sustainable development of the local industry.

5. EMPLOYEES AND COMMUNITY

We focus on building a diverse talent team. In 2025, RemeGen had a total of 3,241 employees, with female employees accounting for 55% of the total; 112 ethnic minority employees, and two employees with disabilities.

Table: Employees Employment Details of RemeGen

Indicator	Unit	2024	2025
Number of employees in total	Person	3,166	3,241
Number of new employees	Person	550	676
Number of employees by employment type	Contract employees	Person	2,999
	Part-time/outsourced labour/intern/retiree rehired	Person	167
Number of employees by gender	Male	Person	1,456
	Female	Person	1,710
Number of employees by age	Below 30	Person	1,233
	30-50	Person	1,872
	Above 50	Person	61
Number of employees by employee category	Senior management	Person	172
	Middle management	Person	693
	General employee	Person	2,301
Number of employees by education level	Doctorate and above	Person	/
	Master's	Person	/
	Bachelor's	Person	/
	Others	Person	/
Number of employees by geographical region	Employees in Mainland China	Person	3,115
	Overseas, and China's Hong Kong, Macau and Taiwan	Person	51
Employees overall turnover rate	%	45.42	25.05
Employee turnover rate by gender	Male	%	45.67
	Female	%	45.20
Employee turnover rate by age	Below 30	%	57.58
	30-50	%	37.45
	Above 50	%	44.26
Employee turnover rate by geographical region	Employees in Mainland China	%	44.94
	Overseas, and China's Hong Kong, Macau and Taiwan	%	74.51

5. EMPLOYEES AND COMMUNITY

5.1.2 Promotion and Assessment

RemeGen has formulated internal management systems such as the *Regulations on Management of Employee Performance Assessment* and the *Regulations on Management of Employee Promotion, Demotion, and Transfer*, continuously optimizing promotion processes to provide employees with clear and reasonable career paths and development platforms. In terms of organizational effectiveness, the Company continuously optimizes human resource allocation, comprehensively improving the management effectiveness of the entire “selection, employment, development and retention” chain, and provides employees with personalized career development plans.

The Company has established a dual-track career development system consisting of parallel “management track” and “technical track”. The management track allows employees to focus on improving leadership and comprehensive management skills to lead teams and business development; the technical track guides employees to delve into professional depth and technical innovation, becoming experts in R&D and product fields. We encourage every employee to independently choose the most suitable career development track for promotion and growth based on their career interests, professional expertise, and long-term plans, ensuring that all types of talent can realize their personal value and grow together with the Company.

Table: Career Development Channel of RemeGen

Management Track		Technical Track	
Management Level	Management Title	Technical Level	Technical/R&D Grade
Management level 1	General manager	/	/
Management level 2	Deputy general manager/executive director	Technical level 1	Chief engineer/scientist
Management level 3	Director level	Technical level 2	Principal engineer/researcher
Management level 4	Manager level	Technical level 3	Staff engineer/researcher
Management level 5	Supervisor level	Technical level 4	Senior engineer/researcher
/	/	Technical level 5	Engineer/researcher
/	/	Technical level 6	Assistant engineer/researcher

5. EMPLOYEES AND COMMUNITY

The Company continuously improves its performance appraisal and incentive system, implements differentiated target tracking and appraisal mechanisms, strengthens the linkage application of performance results in aspects such as compensation distribution and career development, fully leverages the incentive and guiding role of performance appraisal, and comprehensively enhances the precision and effectiveness of performance management. In 2025, 100% of the Company's employees participated in performance evaluation.

Table: Employee Performance Appraisal and Incentive Mechanisms of RemeGen

<p>For Non-Marketing Personnel</p>	<ul style="list-style-type: none"> The Company has established regular monthly, quarterly, and annual performance appraisal mechanisms for various functional departments including R&D, Quality, Functions, and Production. The Company continuously tracks the achievement of performance targets and provides performance coaching and process management support to department managers, promoting the systematic implementation and continuous improvement of performance management.
<p>For Marketing Personnel</p>	<ul style="list-style-type: none"> Set corresponding appraisal and incentive mechanisms based on employee levels, and directly link appraisal results to bonuses through quarterly performance evaluations to ensure timeliness and effectiveness of incentives. For high-performing marketing personnel, high-potential talent programs like the "Glory Star" and "Glory Rookie" plans have been developed to create precisely targeted training models for them.
<p>For Middle and Senior Management</p>	<ul style="list-style-type: none"> Establish long-term equity incentive plans to ensure the long-term stable development of outstanding employees. During the Reporting Period, the Company granted approximately 2,490,000 shares through equity incentives (H Shares) to over 60 employees.

In 2025, the Company promoted the effective implementation of the "Management + Technology" dual-track career development mechanism, organizing professional technical promotion reviews for non-management sequences covering four core areas: Production, Quality, R&D, and Clinical Practice, ensuring that technical talents have ample career advancement space and providing solid support for the talent development strategy of the Company.

5. EMPLOYEES AND COMMUNITY

Case



Professional Technical Promotion Review for Non-Management Track of RemeGen

In 2025, the Company systematically advanced the implementation of career development track promotions across its four core business areas: Production, Quality, R&D, and Clinical Practice. We standardized the promotion review process through information verification and on-site presentations, strictly controlling promotion quality. We completed the collection and accounting of relevant basic information, involving over 1,400 person-times, organized 97 employees nominated for promotion to levels equivalent to management level 5 and above to participate in on-site presentations. Ultimately, a total of 472 employees successfully received promotions. This promotion initiative increased the proportion of internal promotions in talent selection, effectively enriching the Company's high-potential talent pool.

5.1.3 Democracy and Communication

RemeGen continuously improves multi-level, regular communication mechanisms, establishing diverse and smooth channels to listen to employee voices and ensure employees' basic rights to democratic communication and decision-making. We encourage employees to actively express their opinions, conduct regular internal assessments and targeted improvement measures, actively respond to employee concerns, and enhance employee engagement and satisfaction.

The Company has established a standardized process for handling employee complaints. Employees can file an oral or written complaint with their direct supervisor, who must promptly investigate and respond. If employees are unsatisfied with the handling result, they can appeal to the department head, who will then coordinate with their direct supervisor to resolve the issue. If the issue remains unresolved, employees can escalate the complaint to the Human Resources Department, which will proactively contact the employees, listen to their statements, and conduct independent investigations to ensure a fair and effective resolution.

5. EMPLOYEES AND COMMUNITY

Table: Employee Communication Mechanisms of RemeGen

Employee Representative Meeting	<ul style="list-style-type: none"> Establish an internal consultation mechanism to regularly solicit proposals on major issues related to immediate interests of employees and matters of concern to the workforce. Implement a “one proposal, one case” system. After the Trade Union Committee reviews and approves the case, convene an employee representative meeting to fully consult the representatives of the Trade Union and employees, and reach a unanimous resolution and implement it.
Suggestion Box	<ul style="list-style-type: none"> Regularly collect employee complaints and suggestions, and provide internal communication and whistle-blowing channels.
360-degree Evaluation	<ul style="list-style-type: none"> Keep track of employee satisfaction, listen to employee opinions, and conduct specific optimization and improvement. Conduct employee evaluations to collect feedback through multiple dimensions such as employees, coworkers, and subordinates.
New Employee Partnership	<ul style="list-style-type: none"> Formulate the “Honor Entry Plan”, assign key departmental personnel to help new employees quickly integrate into their roles and the Company.
Cross-departmental Communication	<ul style="list-style-type: none"> Regularly organize collaborative departments to focus on key tasks and issues for cross-departmental communication and information sharing. Participate in business region meetings and communicate with front line employees and managers.
Communication with Departing Employees	<ul style="list-style-type: none"> Conduct exit interviews to collect the reasons for employees’ departure and their specific opinions and suggestions regarding the Company’s management, culture, systems, etc., and optimize and improve the reasonable and executable feedback.

To continuously optimize cross-departmental communication and coordination mechanisms and enhance overall organizational efficiency and execution, in 2025, the Company conducted a special assessment of cross-departmental collaboration effectiveness, strengthening team linkage capabilities and effectively improving the level of cross-departmental collaboration.

5. EMPLOYEES AND COMMUNITY

Case

Special Assessment of Cross-departmental Collaboration Effectiveness of RemeGen

In 2025, the Company's Human Resources Department conducted a special assessment of cross-departmental collaboration effectiveness. Aimed at "promoting effective communication, deepening collaborative consensus, and optimizing collaboration processes", the assessment surveyed managers from non-marketing divisions across eight dimensions including communication & collaboration, mutual trust & respect. A total of 367 valid questionnaires were collected, gathering authentic feedback and improvement suggestions from the frontline management perspective, accurately identifying key issue points and directions for improving cross-departmental collaboration, providing solid data support for subsequent optimization of communication mechanisms, clarification of collaborative responsibilities, and simplification of business processes.

Simultaneously, the Company regularly organizes and conducts satisfaction surveys for all employees on an annual basis, and collects feedback to deeply understand employees' genuine demands and expectations, identify problems in management processes, and promptly implement rectification plans. In 2025, the Company conducted two satisfaction surveys for all Yantai employees, covering basic logistical support dimensions such as cafeteria services and shuttle bus arrangements. The survey results showed high employee satisfaction with aspects like food quality and commuting convenience.

5.2 EMPLOYEES COMPENSATION AND BENEFITS

RemeGen adheres to the principle of "equal pay for equal work", formulating internal management systems such as the *Remuneration Management Regulations* and the *Regulations on Management of Employee Performance Assessment* to provide clear institutional support for standardized compensation management. We have established a compensation management system centered on job value and individual capability, setting salary ranges for each position based on job responsibilities, technical complexity, and ability requirements, thereby ensuring consistent compensation levels for positions with similar responsibilities and same requirements. In specific salary determinations, we clearly base evaluations on indicators such as work experience, educational background, and professional skills, without discrimination based on factors like gender.

To ensure the competitiveness and reasonableness of the Company's compensation system, we have established a compensation monitoring mechanism. Considering business development needs and referencing third-party market compensation data, we regularly conduct internal and external compensation benchmarking analyses, and promptly adjust and optimize the Company's salary structure to ensure alignment with industry trends and corporate strategy. At the same time, we actively promote a culture of pay equity, encourage employees to voice compensation-related concerns, and carefully verify and respond to each case to ensure the legality and compliance of compensation management.

5. EMPLOYEES AND COMMUNITY

RemeGen is committed to building a diversified welfare protection system covering all employees, formulating non-monetary benefit plans to provide comprehensive welfare protection and support for various types of employees, including full-time, part-time, contract, and intern staff. We legally provide employees with statutory benefits such as insurance and vacation, as well as non-statutory benefits such as living allowances, health protection, and holiday activities, achieving a mutual balance between employees' work and personal lives, and continuously enhancing employees' sense of happiness and belonging to the Company. In 2025, the Company's non-monetary benefit coverage reached 100%.

Table: Non-monetary Benefit Plans of RemeGen Employee

Statutory Benefits	<ul style="list-style-type: none"> Provide five social insurances and one housing fund, as well as insurance and vacation benefits such as paid annual leave, marriage leave, maternity check-up leave, and breastfeeding leave.
Non-statutory Benefits	<ul style="list-style-type: none"> Distribute holiday bonuses or gifts during traditional festivals, and consolation money or gift vouchers on special occasions such as employee birthdays, weddings, and childbirths; Provide welfare benefits such as free shuttle bus, transportation allowance, communication allowance, and lunch allowance. Provide health protection, including employer's liability commercial insurance, regular organize employee health check-ups, and establish dedicated employee health records. Employee social insurance coverage reaches 100%; Provide fully equipped staff apartments. Provide high-grade expert apartments for high-level talents; Provide employees with sports facilities, including free basketball courts, tennis courts, badminton courts, table tennis courts and free fitness equipment. Regularly organize diverse employee activities, including traditional festival events, sports activities, safety month activities, excellence awards, and team-building.

Furthermore, the Company continuously deepens employee care initiatives, providing female employees with comprehensive exclusive leave policies such as marriage leave, maternity check-up leave, and breastfeeding leave, and has established comfortable nursing rooms to effectively address the specific needs of breastfeeding employees. For employees experiencing serious illness or family emergencies, the Company provides condolences and special financial support, accompanied by professional psychological counseling services, ensuring the effective implementation of employee care actions.

In 2025, the Company adhered to an employee-centric development philosophy, and organized a series of diverse employee activities including company celebrations, team building, and cultural and sports events to enrich employees' after-work cultural life, ensuring every employee feels the Company's care and warmth. At the same time, we increased investment in employee living and health security. As of the end of the Reporting Period, total investment in employee care amounted to RMB 16.0882 million.

5. EMPLOYEES AND COMMUNITY

Case

The 32nd Anniversary Cultural Cohesion Activity of RemeGen

In 2025, on the occasion of the 32nd anniversary of RemeGen's founding, the Company organized a series of celebratory cultural activities. Through a solemn flag-raising ceremony and a company-wide chorus of "Blessings RemeGen", employees' sense of belonging and identity was strengthened, effectively transmitting corporate spirit and enhancing organizational cohesion, injecting cultural momentum into the Company's sustainable development.



Image: The 32nd Anniversary Celebration of RemeGen

Case

Sports Competition Activities of RemeGen

In 2025, to enrich employees' after-work cultural life, the Company held a series of sports competition activities, including company-wide tug-of-war and group calisthenics competitions. These activities, through group competition, vividly showcased employees' spirit of unity, striving, and positivity, strengthened their cross-departmental communication and collaboration awareness, and provided a platform for employees to relax and enhance communication, effectively improving core team cohesion and organizational centripetal force.



Image: Scene from RemeGen's Tug-of-War Competition



Image: Scene from RemeGen's Calisthenics Competition

5. EMPLOYEES AND COMMUNITY

Case

RemeGen's Themed Team Building – Empowering Talent Development and Team Integration

In 2025, during the implementation of talent development programs, RemeGen conducted themed team building activities. By designing diverse collaborative tasks and interactive experiences, these activities deeply integrated capability enhancement with team building. All participating students actively engaged and cooperated closely, not only relieving periodic study pressure but also effectively fostering trust and a sense of collaboration across functions and levels, laying a solid team foundation for the Company's talent pipeline development.

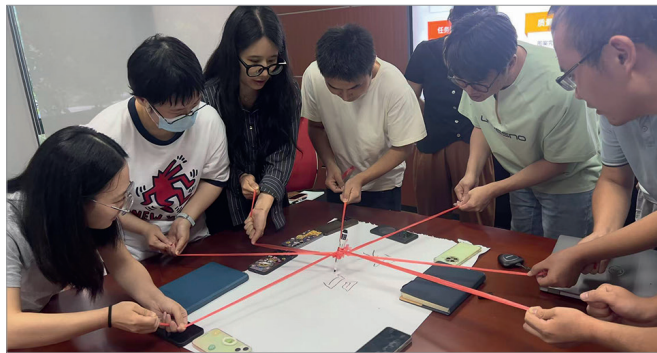


Image: Scene from RemeGen's Team Building Activity

5.3 EMPLOYEE TRAINING AND DEVELOPMENT

RemeGen places great emphasis on building a scientific and rational talent pipeline. Closely aligning with the Company's strategic goals and employee growth needs, we have established a "full-cycle, multi-dimensional, and personalized" training management system. The Company adopts a model that combines internal cultivation with external empowerment, implementing specialized training programs for employees at different levels and functions. We actively encourage and support employees in pursuing advanced degrees and professional skills, continuously improving the team's overall quality and business capabilities.

5. EMPLOYEES AND COMMUNITY

Table: Employee Training System of RemeGen

Company Level	Talent Pool Plan Leadership Improvement	Senior management	Talent pool for key positions (senior level)	Leadership, decision making, influence, personalized needs, cultural seminars
		Middle management	Senior managers, directors	Operation management, team management, understanding and recognition of culture
			New managers	
		Junior management	Senior supervisors	Competence, role conversion, self-management, employee supervision, understanding and recognition of culture
	New supervisors			
	General Training Co-cultivation and Internal Transformation	All business departments		Starting off by solving existing problem, human resource department cooperates with each department to conduct training on our business system on a priority-focused, as needed and step-by-step basis
		Competence on core business		
	Improvement on Professional Quality of All Employees	Learning and improvement mainly targeted at general staff		Conducting trainings on general skills including employee professionalism, professional etiquette, teamwork and time management
	New Employee Training during the Probation Period	Headquarters	All departments	Analyzing system, optimizing and improving procedures, facilitating integration of new employees
		Expatriates	Beijing, Shanghai	Organizing training for new employees in base area and establishing a practical course system
Marketing		Sales and marketing employees	Creating the training system tailored for new hires of marketing	
	Improving training and management system for new hires of sales and marketing			
Department Level	Profession/Position Skills	Employees from the department		Completing trainings on profession and position skills required by the department and pre-job assessment
				Trend on industrial regulation/system and update on the latest knowledge empowerment
		Development plan for new employees		Position responsibility and working procedure
				Implementing mentor system to provide guidance and experience to new employees
		Improving competence		Integrating quality resources for internal/external sharing, improving competency

5. EMPLOYEES AND COMMUNITY

We continuously improve our employee training plans, providing customized training courses covering multiple dimensions such as new employee training, general skills, leadership enhancement, and professional skills training, ensuring training resources cover all employees and support their full career lifecycle growth. Simultaneously, we continuously enhance the development of the Growth Academy, covering areas such as management, production quality, R&D, clinical registration, etc., regularly conducting intra-departmental or cross-departmental professional training, effectively ensuring the implementation and effect evaluation of specialized training projects.

Table: Employee Training Program of RemeGen

New Employee Orientation	<ul style="list-style-type: none"> Conduct systematic training for new employees via online cloud classroom, covering corporate culture, policy documents, post-marketing pharmacovigilance, EHS safety related courses, requiring new employees to complete course assessments. For new marketing employees, conduct online live-streaming training irregularly based on the number of new hires by combining cloud classroom and online live streaming. In 2025, we organized 11 sessions of online training, totaling over 220 hours, with 723 participants from new marketing employees.
General Skills Training	<ul style="list-style-type: none"> Provide online general skills upgrading training for all employees, with strict control of the training audience, form and content accuracy to ensure that the courses meet the needs of the trainees.
Specialized Leadership Development	<ul style="list-style-type: none"> Develop specialized leadership development projects, advancing the implementation of projects such as the Glory Plan, the Honor Plan, the Eagle Elite Program, the training of managers at all levels, leadership enhancement for the Oncology Business Unit, and skill improvement for R&D system managers throughout the year to boost the capabilities of core talent and managers.
Growth Academy Training Project	<ul style="list-style-type: none"> The Production & Quality Academy organized specialized courses on BLA submission, covering core modules such as regulatory systems, submission processes, document writing, quality control, registration strategies, and case studies. Concurrently, course assessments and evaluations were conducted to ensure high-quality needs for the Company's biologics registration submission work. The Clinical R&D & Registration Academy, utilizing the Pharmaceutical Review Cloud Classroom platform, offers professional courses open to all employees, covering the latest regulations, clinical pharmacology, clinical trial data statistics, clinical trial audit, registration research, pharmacovigilance, and other specialized topics, effectively enhancing the professional skills and overall competence of personnel in clinical R&D and registration positions.

5. EMPLOYEES AND COMMUNITY

<p>Online Learning Platform</p>	<ul style="list-style-type: none"> • Build the newcomer academy program for Oncology Business Unit and Immunology Business Unit, and count, analyze trainee learning data and provide feedback at the end of each month. • Continuously optimize the construction and operation of the RemeGen Cloud Academy, and launch corresponding micro-course projects. This year, the Company focused on daily operational skills of the Engineering Department, integrated the department’s daily training materials, and developed 48 courses.
<p>External Training</p>	<ul style="list-style-type: none"> • The expatriate training missions include business skills upgrading, certification training for operational licenses, and other professional skills training, with a total of 156 person-times of external training. • Introduce training courses from professional institutions like Yunzi, and conduct external online training covering core business departments such as Quality, Production, and R&D, with over 2,200 participants. • Invite external professional lecturers, focus on core management abilities like consultative guidance and coaching empowerment, and conduct on-site external training.

Case

RemeGen “Consultant + Coach” Leadership Enhancement Thematic Training

In 2025, the Oncology Business Unit of RemeGen, closely following the Company’s talent development strategy, conducted a thematic training on “Consultant + Coach Leadership”. This project introduced external professional instructors, focusing on “theoretical guidance + practical empowerment” as its core. Centered on core management abilities like consultative guidance and coaching communication, it organized four systematic external training sessions. Participating managers actively engaged in in-depth discussions, effectively enhancing their comprehensive leadership in team empowerment and talent motivation. This training series further solidified the management echelon construction, laying a solid talent foundation for promoting efficient team collaboration and sustainable business development, and injecting momentum into the organization’s long-term growth.



Image: Leadership Training Session of RemeGen

5. EMPLOYEES AND COMMUNITY

Case

RemeGen's External Training for Professional Competence Enhancement

In 2025, focusing on business development needs and talent capability planning, the Company conducted numerous external training sessions, covering key areas such as advanced business skills, job qualification certification, in-depth interpretation of new drug regulations, and R&D technology exchange seminars. Throughout the year, a total of 127 external learning sessions were organized, with 156 person-times dispatched. Among these, specialized training for professional skills and operational certification accounted for 109 person-times, reflecting the Company's high regard for job compliance and practical skills. Furthermore, the Company actively promoted the internalization of training results through a "return-then-train" mechanism, driving over a thousand internal employees to participate in re-learning, achieving effective integration and sharing of resources, and providing continuous and stable talent support for robust business development.

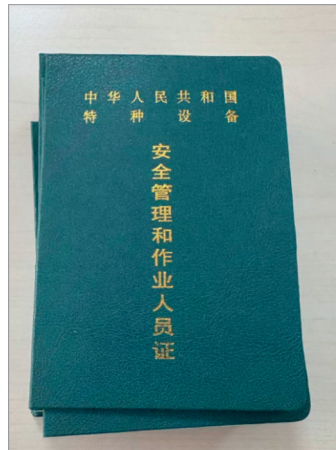


Image: Employee Professional Skills Certification

5. EMPLOYEES AND COMMUNITY

Case

RemeGen's Core Talent Development Program

In 2025, the company systematically enhanced the capabilities of its core talents and management personnel by leveraging two specialized training programs: the "Eagle Elite Program" under the Management College and the "Eagle Leader Program" for new managers. The programs explicitly required all new managers to deeply study, practice, and disseminate the Company's core values, encouraging them to share real-life cases regarding team management and cultural implementation based on their actual roles. New managers actively responded, vividly elaborating on dimensions such as responsibility, team inclusion, integrity, and collaborative win-win, demonstrating their depth of understanding and behavioral modeling of the Company's culture, effectively driving cultural identification and practice of the entire team.



Image: Training Session for Eagle Elite Program

5. EMPLOYEES AND COMMUNITY

As of the end of the Reporting Period, a total of 3,241 employees at RemeGen participated in the training, achieving a 100% training coverage rate. The annual training investment reached RMB 449,000.

Table: 2025 Employee Training of RemeGen

Indicator	Unit	2024	2025
Total number of employees participating in training	Person	3,007	3,241
Total training hours	Hour	31,271	33,778
The percentage of employees trained	%	94.9	100
The percentage of employees trained by gender ⁷	Male	46	44.9
	Female	54	55.1
The percentage of employees trained by employee category	Senior management	4.2	5.4
	Middle management	21.7	18.9
	General employee	74.1	75.7
Average training hours per employee trained	Hour	10.4	10.4
Average training hours per employee by gender	Male	10.3	10.7
	Female	10.4	10.2
Average training hours per employee by employee category	Senior management	10.4	8.1
	Middle management	10.39	12.0
	General employee	10.39	10.2

5.4 COMMUNITY CARE

RemeGen actively fulfills its social responsibilities by continuously improving access to innovative drugs and dedicating itself to building a systematic patient support system. The Company also responds to the national rural revitalization strategy, carrying out health assistance programs leveraging its professional expertise. Furthermore, we encourage and organize employees to participate in volunteer services, giving back to the community through concrete actions and promoting social inclusion and harmonious development.

⁷ Percentage of employees trained by category = Number of employees trained in that category/Total number of employees trained * 100%

5. EMPLOYEES AND COMMUNITY

5.4.1 Patient Care

With patients' health needs at its core, RemeGen effectively addresses patients' practical needs in disease treatment and prevention through health education initiatives and patient medical support. Concurrently, we actively collaborate with media and social forces to launch patient care and assistance programs for specific disease areas such as oncology and autoimmune diseases. These efforts help strengthen patients' belief in recovery, enhance public scientific understanding and humanistic care for related diseases, and jointly build a warm environment of understanding, respect, and support for patients.

In 2025, RemeGen's "Butterfly Love Rebirth (蝶愛新生)" project team conducted over 2,000 offline thematic activities in key hospitals nationwide through various formats including educational lectures, free health clinics, and disease screenings, to ensure patients receive scientific health knowledge and tangible medical service support.

Table: RemeGen's Health Education Initiatives

<p>Thematic Health Education on the "Lupus Day"</p>	<ul style="list-style-type: none"> We held an offline educational event at the Department of Pediatrics, the Second Hospital of Hebei Medical University. The department director systematically explained the treatment options for lupus, including basic therapy and biologic/CART therapy, and shared practical knowledge on identifying disease relapse and daily home care. The event attracted significant participation from affected children and their parents, with notable positive on-site feedback.
<p>Free Clinic & Health Education on the "Kidney Day"</p>	<ul style="list-style-type: none"> We conducted a thematic free clinic in the outpatient hall of the General Hospital of Beidahuang Group, providing professional consultations and health guidance to the public. Cumulatively serving over 40 person-times, the activity garnered positive public feedback. Simultaneously, we organized a specialized patient education session on kidney disease, systematically explaining prevention and daily management with interactive discussions. Participating patients and families generally found the content practical and highly beneficial. A large-scale kidney patient meeting titled "Kidney Vitality Never Ceases, Health Walks Together (腎生不息, 健康同行)" was successfully held in Wuhan, jointly with the "Shen Shangxian (Kidney Online) Patient Organization" Platform. Through specialized science popularization and disease management and self-care education, it enhanced the awareness of innovative biological agents among patients and expanded the society's attention to the prevention and treatment of kidney diseases.
<p>Thematic Education on the "Myasthenia Gravis Day"</p>	<ul style="list-style-type: none"> We held a Myasthenia Gravis (MG) Day thematic education event at the Department of Neurology, The First Affiliated Hospital of China Medical University. Physicians and the head nurses provided educational lectures to patients, who participated actively in a positive interactive atmosphere. The event successfully attracted over 70 patients, enhancing their understanding of disease management and confidence in self-health management.

5. EMPLOYEES AND COMMUNITY

Case

“Holistic Management, Comprehensive Efforts (全程管理全息發力)” – Multi-Stakeholder Dialogue on Cancer Prevention and Treatment

In April 2025, RemeGen’s “Love & Care Companion (維愛同行)” patient care program successfully hosted the “Holistic Management, Comprehensive Efforts – Co-creating a New Ecosystem for Cancer Patient Management” national theme week event for cancer prevention and treatment in Beijing. Combining offline and online live-streaming, the event brought together representatives from government, medical institutions, corporations, public welfare organizations, and patient groups. Discussions focused on topics such as “Challenges and Opportunities in Building a Holistic Management System for Cancer Patients” and “Multi-stakeholder Collaboration to Create a New Ecosystem for Cancer Patient Management”, exploring new pathways for cancer prevention and treatment, actively responding to the national “Healthy China 2030” plan, and jointly building a support network for cancer prevention and treatment.



Image: Summit Forum on Holistic Cancer Management

5. EMPLOYEES AND COMMUNITY

Case

“Dancing with Lupus, Walking with Health (與狼共舞，健康同行)”World Lupus Day Patient Meeting

During the “World Lupus Day” on May 10, 2025, RemeGen, in collaboration with the “Shen Shangxian (Kidney Online) Patient Organization”, successfully hosted a large-scale lupus-themed patient care event in Hangzhou. Combining offline activities and online live streaming, the event invited expert directors to deliver specialized education, systematically explaining disease management and medication adherence. It included sessions for patient experience sharing and expert panel Q&A, effectively enhancing interactivity and practicality. The entire event was covered and disseminated by the People’s Daily Health Client Terminal and several local media outlets in Zhejiang. The event was attended by over 30 patients on-site, attracted over 11,000 views online, and achieved a cumulative readership exceeding 2.6 million across the internet. The event’s impact and social attention were significant, effectively improving public understanding of lupus, helping patients establish correct medication concepts, and enhancing their confidence in treatment.



Image: Scene from the “Dancing with Lupus, Walking with Health” Activity

5. EMPLOYEES AND COMMUNITY

Case

"Go All Out, Awakening New Life with Love (全力以赴, 爱启新生)"Myasthenia Gravis Care Day

During the "Myasthenia Gravis (MG) Care Day" on June 15, 2025, RemeGen's "Butterfly Love Rebirth (蝶爱新生)" project team, in collaboration with the Aili Myasthenia Gravis Rare Disease Care Center, held an MG patient recovery sharing session in Yangzhou. Leveraging the "3rd Myasthenia Gravis and Neuroimmune Medical Innovation Public Welfare Forum", the event provided a communication platform for patients through expert presentations on MG and multi-stakeholder roundtable discussions. Concurrently, RemeGen completed the patient-focused launch of Telitaccept for a new indication, offering more patients access to new and effective treatment options and enhancing social attention and support for MG patients.



Image: Scene from the "Myasthenia Gravis (MG) Care Day" Activity

5.4.2 Public Welfare Campaign

RemeGen is dedicated to building public welfare initiatives, encouraging employees to participate in volunteer services, organizing charitable donation activities, and integrating industry resources and strengths to give back to society through concrete actions. In 2025, the Company was honored with the "Torchbearer Dedication" award at the 10th-anniversary commemorative event of the Beijing Bethune Charitable Foundation, marking significant recognition of the Company's public welfare efforts by a professional foundation. Simultaneously, the Company actively responded to the national call to comprehensively promote rural revitalization, continuously carrying out rural assistance actions. Through on-site visits and care and consolation, we helped boost rural economic development and improve public well-being. In the future, the Company plans to deepen its rural revitalization efforts, further expanding the scope of assistance to benefit more communities. In 2025, RemeGen's total investment in public welfare and charity was RMB 12.5184 million.



Image: Torchbearer Dedication Award

5. EMPLOYEES AND COMMUNITY

Case

RemeGen Supports Cutting-Edge SLE Research, Fulfilling Social Responsibility

Since 2022, RemeGen has partnered with the Beijing Bethune Charitable Foundation and the Chinese Rheumatology Association of the Chinese Medical Association to establish the “Bethune • Pu'ai Medical Research Fund”, specifically supporting clinical and translational research on systemic lupus erythematosus (SLE) and other autoimmune diseases. Through an open call for proposals and a double-blind expert review mechanism, the fund has supported innovative projects from over ten top-tier medical institutions, including Peking Union Medical College Hospital and Peking University First Hospital. The project ensured dedicated use of funds and research independence by strictly adhering to donation agreements and management methods. In 2025, related research entered the outcome generation phase. The fund has cumulatively invested over RMB3.35 million, reflecting the Company's long-term commitment to social responsibility.

Case

“RemeGen Caring Mothers Team” Warmly Cares for Underprivileged Children

To actively respond to the call of the regional Women's Federation and effectively fulfill corporate social responsibility, the Company launched a “Caring Mothers” pairing assistance activity. Through systematic and regular visits and support, the program provides material support and emotional companionship to paired underprivileged children. In 2025, the Company strictly adhered to the care principle of “meeting living needs, supporting study requirements, and fulfilling holiday wishes”, and organized five on-site visits. In addition to regularly delivering essential supplies like rice, flour, oil to the families, the team carefully prepared birthday gifts, holiday greetings, and study supplies for the children, effectively addressing their practical needs during growth and forming a long-term care mechanism combining “material support + emotional connection”.



Image: “RemeGen Caring Mothers Team” Spring Festival Visit

5. EMPLOYEES AND COMMUNITY

RemeGen has always been committed to driving the R&D and translation of innovative drugs, addressing unmet clinical needs in areas such as autoimmune diseases and oncology, and continuously improving drug accessibility and affordability. In 2025, two of RemeGen's innovative drugs covering four indications were successfully included in the 2025 National Reimbursement Drug List (NRDL), providing Chinese patients with more high-quality, safe, and effective treatment options.

Table: RemeGen's 2025 NRDL New Drug Products and Indications

Tai'ai® (Telitacicept for injection)	<ul style="list-style-type: none"> • Newly added 1 indication: Treatment of generalized myasthenia gravis (gMG) – included in the NRDL for the first time; • Successfully renewed for 1 indication: Treatment of systemic lupus erythematosus (SLE).
Aidixi® (Disitamab vedotin for injection)	<ul style="list-style-type: none"> • Successfully renewed for 2 indications: Treatment of HER2-overexpressing advanced gastric cancer and advanced urothelial carcinoma.

APPENDIX

HKEX ESG REPORTING CODE INDEX

Indicator	Details	Chapter
Mandatory Disclosure Indicators		
Governance Structure		
	A disclosure of the board’s oversight of ESG issues.	1.6 SUSTAINABLE DEVELOPMENT MANAGEMENT
	The board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses).	1.5 DETERMINATION OF DOUBLE MATERIALITY
	How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.	1.4 STAKEHOLDER COMMUNICATION
Reporting Boundary		
	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change	ABOUT THIS REPORT
“Comply or explain” Indicators		
A. Environmental		
Aspect A1: Emissions		
General Disclosure		
A1.1	The types of emissions and respective emissions data.	4.2.3 Emissions Management
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	4.2.3 Emissions Management
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	4.2.3 Emissions Management
A1.5	Description of emission target(s) set and steps taken to achieve them.	4.2.3 Emissions Management
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.	4.2.3 Emissions Management

APPENDIX

Indicator	Details	Chapter
Aspect A2: Use of Resources		
General Disclosure		
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).	4.2.2 Energy Management
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	4.2.4 Resource Management
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	4.2.2 Energy Management
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.	4.2.4 Resource Management
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	4.2.4 Resource Management
Aspect A3: The Environment and Natural Resources		
General Disclosure		
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	4.2.1 Environment Management System 4.2.3 Emissions Management 4.2.4 Resource Management 4.3 RESPONSE TO CLIMATE CHANGE
B. Social		
Aspect B1: Employment		
General Disclosure		
B1.1	Total workforce by gender, employment type (for example, full – or part-time), age group and geographical region.	5.1 EMPLOYEE EMPLOYMENT
B1.2	Employee turnover rate by gender, age group and geographical region.	5.1 EMPLOYEE EMPLOYMENT

APPENDIX

Indicator	Details	Chapter
Aspect B2: Health and Safety		
General Disclosure		
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	4.1.2 Safety Management Targets
B2.2	Lost days due to work injury.	4.1.2 Safety Management Targets
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.1.1 Safety Management System 4.1.3 Safety Management Initiatives 4.1.4 Safety Culture Development
Aspect B3: Development and Training		
General Disclosure		
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	5.3 EMPLOYEE TRAINING AND DEVELOPMENT
B3.2	The average training hours completed per employee by gender and employee category.	5.3 EMPLOYEE TRAINING AND DEVELOPMENT
Aspect B4: Labour Standards		
General Disclosure		
B4.1	Description of measures to review employment practices to avoid child and forced labour.	5.1.1 Employee Recruitment
B4.2	Description of steps taken to eliminate such practices when discovered.	5.1.1 Employee Recruitment

APPENDIX

Indicator	Details	Chapter
Aspect B5: Supply Chain Management		
General Disclosure		
B5.1	Number of suppliers by geographical region.	2.3.1 Supply Chain Management
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	2.3.1 Supply Chain Management
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	2.3.2 Supply Chain Risk Management
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	2.3.3 Sustainable Supply Chain Management
Aspect B6: Product Responsibility		
General Disclosure		
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3.1.2 Full-process Quality Management
B6.2	Number of products and service related complaints received and how they are dealt with.	3.2.1 Customer Service System
B6.3	Description of practices relating to observing and protecting intellectual property rights.	3.3.3 Intellectual Property Protection
B6.4	Description of quality assurance process and recall procedures.	3.1.2 Full-process Quality Management
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	3.2.3 Information Security and Privacy Protection

APPENDIX

Indicator	Details	Chapter
Aspect B7: Anti-corruption		
General Disclosure		
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.	2.2.3 Whistle-blowing Management
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	2.2.3 Whistle-blowing Management
B7.3	Description of anti-corruption training provided to directors and staff.	2.2.2 Business Ethics Training
Aspect B8: Community Investment		
General Disclosure		
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	5.4.1 Patient Care 5.4.2 Public Welfare Campaign
B8.2	Resources contributed (e.g. money or time) to the focus area.	5.4.1 Patient Care 5.4.2 Public Welfare Campaign

APPENDIX

Climate-related Disclosures

Climate-related Disclosures	Governance	Governance	4.3 RESPONSE TO CLIMATE CHANGE
	Strategy	Climate-related risks and opportunities	4.3 RESPONSE TO CLIMATE CHANGE
		Business model and value chain	4.3 RESPONSE TO CLIMATE CHANGE
		Strategy and decision-making	4.3 RESPONSE TO CLIMATE CHANGE
		Financial position, financial performance and cash flows	4.3 RESPONSE TO CLIMATE CHANGE
		Climate resilience	4.3 RESPONSE TO CLIMATE CHANGE
		Financial impact of climate-related risks and opportunities	4.3 RESPONSE TO CLIMATE CHANGE
	Risk Management	Risk management	4.3 RESPONSE TO CLIMATE CHANGE
	Metrics and Targets	Greenhouse gas emissions	4.3 RESPONSE TO CLIMATE CHANGE
		Climate-related transition risks	4.3 RESPONSE TO CLIMATE CHANGE
		Climate-related physical risks	4.3 RESPONSE TO CLIMATE CHANGE
		Climate-related opportunities	4.3 RESPONSE TO CLIMATE CHANGE
		Capital deployment	4.3 RESPONSE TO CLIMATE CHANGE
		Internal carbon prices	4.3 RESPONSE TO CLIMATE CHANGE
		Remuneration	4.3 RESPONSE TO CLIMATE CHANGE
		Industry-based metrics	4.3 RESPONSE TO CLIMATE CHANGE
Climate-related targets		4.3 RESPONSE TO CLIMATE CHANGE	
Applicability of cross-industry metrics and industry-based metrics	4.3 RESPONSE TO CLIMATE CHANGE		

APPENDIX

SSE ESG REPORTING GUIDANCE INDEX

Dimension	No.	Topic	Article	Chapter
Environment	1	Response to climate change	Article 21 to 28	4.3 RESPONSE TO CLIMATE CHANGE
	2	Pollutant discharge	Article 30	4.2.3 Emissions Management
	3	Waste disposal	Article 31	4.2.3 Emissions Management
	4	Ecosystem and biodiversity protection	Article 32	4.2.1 Environment Management System
	5	Environmental compliance management	Article 33	4.2.1 Environment Management System
	6	Energy usage	Article 35	4.2.2 Energy Management
	7	Usage of water resources	Article 36	4.2.4 Resource Management
	8	Circular economy	Article 37	4.2.4 Resource Management
Society	9	Rural revitalization	Article 39	5.4 COMMUNITY CARE
	10	Contributions to the society	Article 40	5.4 COMMUNITY CARE
	11	Innovation-driven	Article 42	3.3.1 Technology Innovation Achievements
	12	Ethics of science and technology	Article 43	3.3.4 R&D Ethics
	13	Supply chain security	Article 45	2.3.2 Supply Chain Risk Management
	14	Equal treatment to small and medium-sized enterprises	Article 46	2.3.2 Supply Chain Risk Management
	15	Product and service safety and quality	Article 47	3.1.1 Quality Management System
	16	Information security and customer privacy protection	Article 48	3.2.3 Information Security and Privacy Protection
	17	Employees	Article 50	5.1 EMPLOYEE EMPLOYMENT 5.2 EMPLOYEES COMPENSATION AND BENEFITS 5.3 EMPLOYEE TRAINING AND DEVELOPMENT
Sustainability related Governance	18	Due diligence	Article 52	1.4 STAKEHOLDER COMMUNICATION
	19	Stakeholder communication	Article 53	1.4 STAKEHOLDER COMMUNICATION
	20	Anti-commercial bribery and anti-corruption	Article 55	2.2.1 Business Ethics Governance
	21	Anti-unfair competition	Article 56	2.2.1 Business Ethics Governance

APPENDIX

FEEDBACK FROM READERS

Dear readers:

Thank you for your interest and support for the sustainable development of RemeGen Co., Ltd.. In order to provide more professional and valuable environmental, social and governance information and further improve its quality, we are eager to hear your valuable voice for the following questions.

1. **Are you satisfied with the Report? Please give your comments.**
2. **Do you think we have completely disclosed our performance in fulfilling our social responsibility?**
3. **Have the information you want to know been disclosed completely?**
4. **Do you have any suggestions to improve the Report?**

Your Information

Name

Company

Title

Fax

Tel

E-mail



RemeGen
荣昌生物