中国生物制药有限公司
SINO BIOPHARMACEUTICAL LIMITED





2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Limited company incorporated in the Cayman Islands

Stock code: 1177

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ABOUT THIS REPORT

This is the environmental, social and governance ("ESG") report (the "Report") publicly disclosed by Sino Biopharmaceutical Limited. It aims to fully and truly present the management practice and performance of Sino Biopharmaceutical Limited in the ESG aspects in 2025 to its major stakeholders. The Report follows the four reporting principles of materiality, quantification, balance and consistency.

Basis of Preparation

The Report has been prepared based on the *Environmental, Social and Governance Reporting Code (the "ESG Reporting Code"), Appendix C2 to the Listing Rules of the Stock Exchange of Hong Kong*, with reference to *the Global Reporting Initiative Standards (GRI Standards)* of the Global Sustainability Standards Board (GSSB), *the IFRS S2 Climate-related Disclosures, the Corporate Sustainability Disclosure Standards – Basic Standards (Trial)* jointly issued by nine departments including the Ministry of Finance of the People's Republic of China, the Ten Principles of the United Nations Global Compact (UNGC) and the UN's 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). Please refer to the "Corporate Governance Report" section of *the Annual Report 2025 of Sino Biopharmaceutical Limited* for details of the Company's corporate governance efforts in 2025.

Reporting Scope

Unless otherwise specified, the scope of disclosure in the Report is consistent with *the 2025 Annual Report of Sino Biopharmaceutical Limited.*

Source of Information

The key financial data in the Report is extracted from *the 2025 Annual Report of Sino Biopharmaceutical Limited*, and other information and data are sourced from the internal management documents and relevant records of Sino Biopharmaceutical Limited. Unless otherwise specified, the currency for denomination in this Report is Renminbi ("RMB").

After comprehensive consideration of factors such as the proportion of operating income contributed by and the Company's shareholdings in the member companies, we selected 6 major member companies, such as Chia Tai Tianqing Pharmaceutical Group Co., Ltd., as the presentation subjects of relevant policies, working mechanisms, and specific cases relating to various ESG issues. The names of the 6 member companies can be seen in the "Abbreviations" section.

This Report has been entrusted to TÜV SÜD Certification and Testing (China) Co., Ltd., an independent third-party certification body, to verify its authenticity and provide an independent verification statement. For more details, please refer to Appendix II.

Reporting Period

From 1 January 2025 to 31 December 2025. To ensure completeness, continuity, and timeliness of the information, some content has been appropriately extended beyond the reporting period.

Abbreviations

For the convenience of presentation and reading, Sino Biopharmaceutical Limited and companies within its scope of consolidation are referred to as the "Company", "Sino Biopharmaceutical", "we" or "us" in this Report.

In this Report, the subsidiaries of Sino Biopharmaceutical Limited are referred to as "member companies", which mainly include Chia Tai Tianqing Pharmaceutical Group Co., Ltd. ("CT Tianqing"), Beijing Tide Pharmaceutical Co., Ltd. ("Beijing Tide"), Nanjing Chia Tai Tianqing Pharmaceutical Co., Ltd. ("NJCTT"), Jiangsu Chia Tai Fenghai Pharmaceutical Co., Ltd. ("Chia Tai Fenghai") and Jiangsu Chia Tai Qingjiang Pharmaceutical Co., Ltd. ("Chia Tai Qingjiang"), and LaNova Medicines (Shanghai) Limited ("LaNova Medicines").

Availability of the Report

You may visit the website of the Sino Biopharmaceutical Limited or the Stock Exchange of Hong Kong to browse or download the Chinese and English versions of this Report. If there is any discrepancy in the interpretations of the versions, the Chinese version shall prevail.

CHAIRWOMAN'S STATEMENT



Ms. Tse, Theresa Y Y
Chairwoman of Sino Biopharmaceutical Limited

In recent years, the global pharmaceutical industry has entered a pivotal phase characterised by iterative innovation and structural transformation. Technological breakthroughs, evolving regulatory frameworks, and rising public health demands are collectively reshaping the industry's development paradigm. Against this backdrop, China's innovative pharmaceutical sector has transitioned from a "follower" to a "peer", and increasingly to a global leader, emerging as an indispensable force in the global innovation landscape. As an innovation-driven enterprise rooted in China with a global outlook, Sino Biopharmaceutical is committed to building internationally competitive and sustainable capabilities through robust ESG governance. We strive to safeguard the health and well-being of patients, while advancing shared value creation for the Company, society, the environment, and all stakeholders.

With the successful completion of our first three-year ESG roadmap and the delivery of tangible outcomes, we have formally launched our second three-year ESG roadmap. Under the Board's forward-looking leadership, and in alignment with industry trends and our global strategic ambitions, we have defined four core priorities: strengthening innovation and R&D, expanding access to healthcare, advancing green development, and enhancing our responsibility framework. These priorities will drive the evolution of our ESG management from "systematic development" toward "high-quality leadership", as we aspire to set a benchmark for sustainable development in the pharmaceutical industry.

Strengthening innovation and R&D remains the core engine of our strategic development, and a critical pathway to addressing unmet clinical needs and improving quality of life. In 2025, we actively captured the momentum arising from the global advancement of China's innovative pharmaceuticals, building a three-pillar innovation engine integrating "in-house R&D, strategic partnerships, and forward-looking M&A". We strategically positioned ourselves in cutting-edge technology platforms, including ADCs, bispecific antibodies, and small nucleic acids, advancing the global clinical development of multiple First-in-Class and Best-in-Class therapies. At the same time, through strategic collaborations with leading multinational pharmaceutical companies (MNC), we strengthened our global partnership network and proactively integrated into the international pharmaceutical innovation ecosystem. During the reporting year, the Company successfully launched four innovative products, while 18 category-1 innovative drug candidates received initial clinical trial approvals from the National Medical Products Administration, bringing new hope for addressing unmet medical needs worldwide.

Expanding access to healthcare and translating innovation into tangible social value lie at the heart of our corporate mission. In 2025, with the Board serving as the highest decision-making body for access-to-healthcare governance, we continued to advance the implementation of our access strategy. We achieved notable progress in improving health outcomes for underserved populations, including women, children, the elderly, and patients with rare diseases. Meanwhile, we actively advanced our global health footprint, particularly in the Belt and Road regions, with our products and operations now spanning 28 countries and regions. Beyond providing patients with higher-quality, more diverse, and more affordable treatment options, we also contributed to building local foundational capabilities in biotechnology and enhancing comprehensive healthcare delivery—thereby providing a warmer safeguard for equitable health and well-being.

Advancing green development and safeguarding the natural environment represent a further extension of our commitment to protecting public health. In 2025, under the Board's leadership, Sino Biopharmaceutical became one of the first companies in the industry to publish a carbon neutrality roadmap. This reflects not only a forward-looking vision, but also our firm commitment and ambition as a responsible corporate citizen. During the reporting period, we formulated the Phase I Implementation Plan for Carbon Neutrality, defining five key decarbonisation pathways and phased targets, and translating long-term commitments into actionable initiatives. In line with this plan, we achieved significant progress in green energy adoption and energy-efficiency upgrades across operations. Starting with packaging materials, we also initiated innovative value chain collaboration projects to reduce carbon emissions. As a result, we achieved, for the first time, a decoupling of energy consumption and carbon emissions from business growth, reducing both total volume and intensity—marking a milestone step toward our carbon peaking target.

Enhancing our responsibility framework and strengthening engagement with communities are central to fulfilling our social responsibilities. In 2025, leveraging our industry strengths, we continued to increase investment across four key areas: rural revitalisation, educational donation, public welfare charity, and inclusive healthcare, with total annual community investment exceeding RMB69 million. In response to the sudden fire in Tai Po District, Hong Kong, the Board acted swiftly to approve a donation of HK$10 million in cash and medicines, providing timely support to those affected. Meanwhile, after years of preparation, we reached an important milestone in our philanthropic efforts with the official establishment of the Sino Biopharmaceutical Charity Foundation. Moving forward, the Foundation will serve as the central platform for coordinating resources, and for organising and implementing more systematic and professional philanthropic programmes. It will enable more precise alignment with societal needs, promote the downward extension of public welfare efforts, and seek to achieve broader social reach and deeper philanthropic resonance, thereby reflecting the responsibility and human-centered values of a pharmaceutical enterprise.

Reflecting on the past year, every step of our growth has been made possible through the trust and support of our partners. It is this shared commitment that enables us to move forward steadily on the path of innovation and responsibility. Looking ahead, we will remain grounded with a "Day Zero" mindset, seize emerging opportunities, and stay true to our mission. We will continue to extend the reach of sustainable practices across more domains, contributing to the improvement of global health and well-being and the development of a more sustainable pharmaceutical industry. Guided by our development philosophy of "Science for a Healthier World" , we aim to bring warmth and health to more lives.

CEO'S STATEMENT



Mr. Tse, Eric S Y
CEO of Sino Biopharmaceutical Limited

Currently, the global landscape is undergoing profound and complex shifts, with China emerging as a pivotal force in driving global innovation. For the pharmaceutical industry, this represents a critical window for transformation and renewal. As a leading pharmaceutical company dedicated to safeguarding human health, Sino Biopharmaceutical Limited ("Sino Biopharmaceutical") is committed to transcending the boundaries of cognition, technology, and collaboration. We aspire to lead through innovation, fostering a state of "boundless coexistence" with the times, our partners, and our patients.

As we reflect on 2025, the industry's trajectory was clearly defined by two strategic pillars: AI innovation and green & low-carbon initiatives. Driven by comprehensive AI integration, our internationalisation and innovation strategies achieved significant milestones. The number of our innovative products has expanded to 21, with revenue from innovative products now accounting for nearly 50% of our total revenue. Concurrently, guided by the Carbon Neutrality Roadmap for Sino Biopharmaceutical, the Company's low-carbon transition made breakthrough progress, achieving a simultaneous reduction in both total carbon emissions and emission intensity for the first time. I would like to take this opportunity to share some reflections on our practical initiatives.

Embracing AI with a Dialectical Mindset: A Fusion of Rationality and Vision

We must recognise that the rise of AI is an irreversible trend. In terms of R&D efficiency, the transformative impact of AI is now an industry consensus - early-stage discovery cycles can be shortened by 30% to 40%, while the development timeline for preclinical candidates can be compressed from the traditional three-to-four-year period to just 13 to 18 months. Furthermore, the past year saw several AI-designed drugs progress into mid-to-late-stage clinical trials, proving that AI-driven drug discovery is no longer a theoretical concept but a tangible clinical reality. Consequently, embedding AI into our corporate DNA and fully embracing the intelligent era is essential for our future growth. In 2025, Sino Biopharmaceutical led the industry by implementing AI empowerment across R&D, manufacturing, marketing, and corporate functions. We have collaborated with leading AI firms and research institutions to integrate a closed-loop ecosystem of "cutting-edge algorithm development + AI-powered drug discovery + experimental validation/translation", establishing an enterprise-scale technology platform and full-chain translational capabilities.

However, we maintain a prudent approach towards the potential risks associated with AI applications. This reflects our commitment to proactive risk management and our responsibility to our employees, patients, and partners across all sectors of society. **For Sino Biopharmaceutical, the essence of AI is empowerment rather than replacement.** Simply put, we deploy AI not to replace our workforce, but to liberate them from repetitive, mundane, and time-consuming administrative tasks. This paves the way for more efficient R&D, more rigorous quality control, more precise decision-making, and better cost management, enabling our team to focus its expertise on innovation, professional judgement, humanistic care, and the fulfilment of social responsibilities. To this end, the Company actively enhanced digital literacy through systematic training programmes in the period, ensuring that our employees' skills evolve in tandem with our corporate needs and building a solid platform for employees to cultivate core competencies. We firmly believe that only by fostering synchronous growth between our people and the enterprise can we fully unlock the potential of AI, uphold human-centric values, ensure the continuous and stable operation of our business, and ultimately serve patients better, give back to society, and work hand in hand with all partners to create long-term, sustainable value.

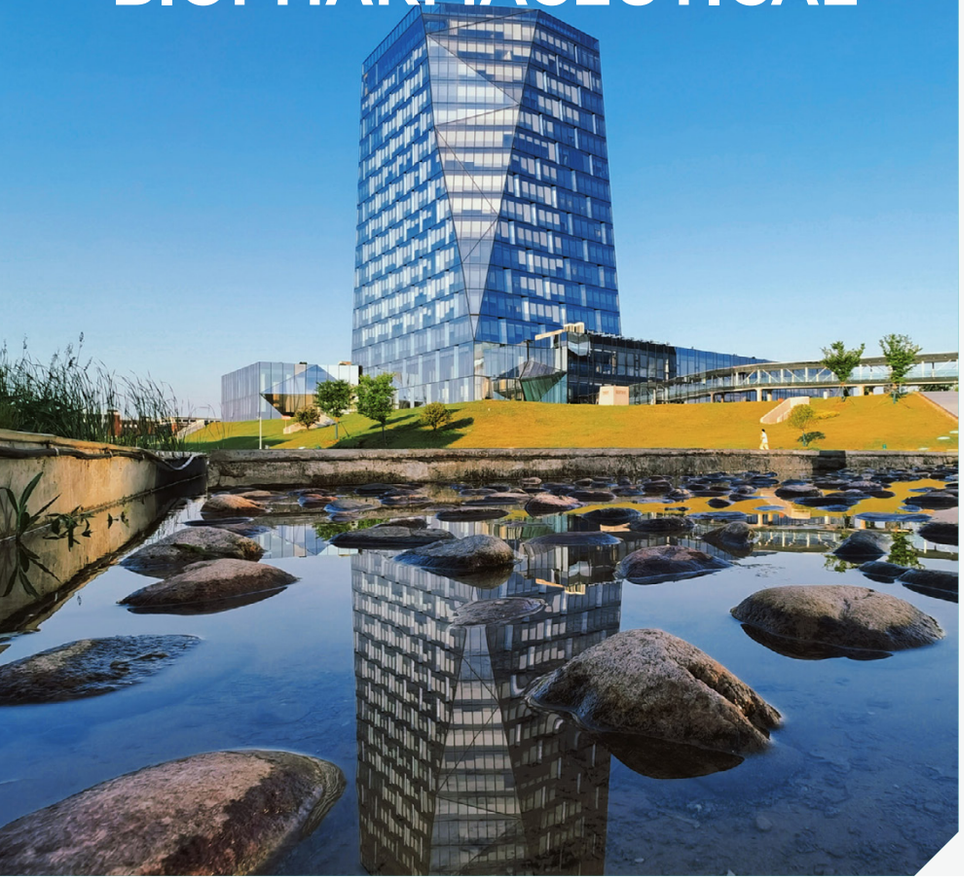
Green Development as an Extension of Health: Carbon Neutrality is Not Merely a Beautiful Vision, But Also Tangible Actions

In early 2025, Sino Biopharmaceutical became a pioneer within the Chinese pharmaceutical industry by announcing our "Dual Carbon" goals: to reach peak emissions by 2030 and achieve carbon neutrality across our value chain by 2060. These goals represent the collective wisdom and determination of all our business and functional departments.

To ensure the high-quality achievement of the "Dual Carbon" goals, we have developed a phased action framework across four distinct stages. To ensure the effective implementation of low-carbon actions and preclude any risk of "greenwashing," we formulated a five-year "Phase I Implementation Plan," focusing on five core pathways: governance enhancement, energy structure refinement, decarbonisation in production and operations, low-carbon supply chain development, and the cultivation of a green corporate culture. This year, we established the Climate Risk and Opportunity Management Subcommittee to provide fundamental systemic support for our low-carbon transition. Our use of clean energy surged by 513.77% year-on-year, and through over 10 energy-saving technological upgrade projects, we reduced total energy consumption by nearly 4%. Furthermore, we partnered with packaging suppliers on innovative low-carbon initiatives, reducing annual packaging consumption by 13%. We also launched a Low-Carbon Travel Initiative for all staff, advocating for high-speed rail over air travel to comprehensively popularise the green and low-carbon concept whilst significantly reducing the carbon emission impact caused by business travel.

Achievements belong to the past, and the journey ahead remains long and arduous. Standing at a new frontier where opportunities and challenges coexist, innovation-led growth and sustainable development will remain our unwavering North Star. We will uphold our human-centric mission amidst technological breakthroughs and shoulder our social responsibilities amidst industrial transformations. By empowering smart R&D with AI and embracing long-termism through low-carbon initiatives, we ensure that every innovation resonates with the needs of life and every step aligns with the demands of our era. Looking forward, we stand ready to work with global partners. With a more open posture and more solid actions, we will deepen our development of innovative drugs, promote the high-quality and sustainable development of the pharmaceutical industry, and safeguard human health with dedication. Together, we will build a green and ecological future, contributing enduring and steadfast Sino Biopharmaceutical strength to the building of a community with a shared future for human health.

ABOUT SINO BIOPHARMACEUTICAL



Prosper by Zhang Xidong, Finance Center, CT Tianqing

Corporate Profile

Sino Biopharmaceutical is a leading, innovative and R&D-driven pharmaceutical conglomerate in the People's Republic of China ("China" or "PRC"). Our business encompasses a fully integrated chain in pharmaceutical products which covers an array of R&D platforms, a line-up of intelligent production and a strong sales system. Its product portfolio covers a wide range of biologics and small molecule drugs, with a strong leadership position across four core therapeutic areas: oncology, liver/cardiometabolic diseases, respiratory/ autoimmune diseases, and surgery/analgesia.

In recent years, by actively integrating itself into China's "dual circulation" development paradigm, Sino Biopharmaceutical has anchored itself on four core strategies of organisational integration, comprehensive innovation, internationalisation, and digitalisation. Driven by AI-enabled innovation across the entire value chain, the Company is steadily accelerating its transformation into a world-class pharmaceutical enterprise.

Company Structure

中国生物制药有限公司
SINO BIOPHARMACEUTICAL LIMITED

- **Chia Tai Tianqing Pharmaceutical Group Co., Ltd.**
  R&D, Manufacturing, and Sales
- **Beijing Tide Pharmaceutical Co., Ltd.**
  R&D, Manufacturing, and Sales
- **Nanjing Chia Tai Tianqing Pharmaceutical Co., Ltd.**
  R&D, Manufacturing, and Sales
- **Jiangsu Chia Tai Qingjiang Pharmaceutical Co., Ltd.**
  R&D, Manufacturing, and Sales
- **Jiangsu Chia Tai Fenghai Pharmaceutical Co., Ltd.**
  R&D, Manufacturing, and Sales
- **LaNova Medicines (Shanghai) Limited**
  R&D
- **invoX Pharma Limited**
  R&D

Corporate Culture

With the mission of "Improving the Quality and Protecting the Dignity of Human Life" and guided by the development philosophy of "Science for a Healthier World", Sino Biopharmaceutical stays true to its commitment to humanity and is dedicated to accelerating innovative R&D. Through breakthrough technologies, we aim to provide patients with diverse, higher-quality, and affordable treatment options, improving their life quality and safeguarding their dignity through tangible actions.

We believe that our commitment to serving patients, focusing on R&D innovation, and carrying out our mission will ultimately lead us to our vision of becoming a leading global pharmaceutical company.

Our Mission

Improving the Quality and Protecting the Dignity of Human Life

Development Philosophy

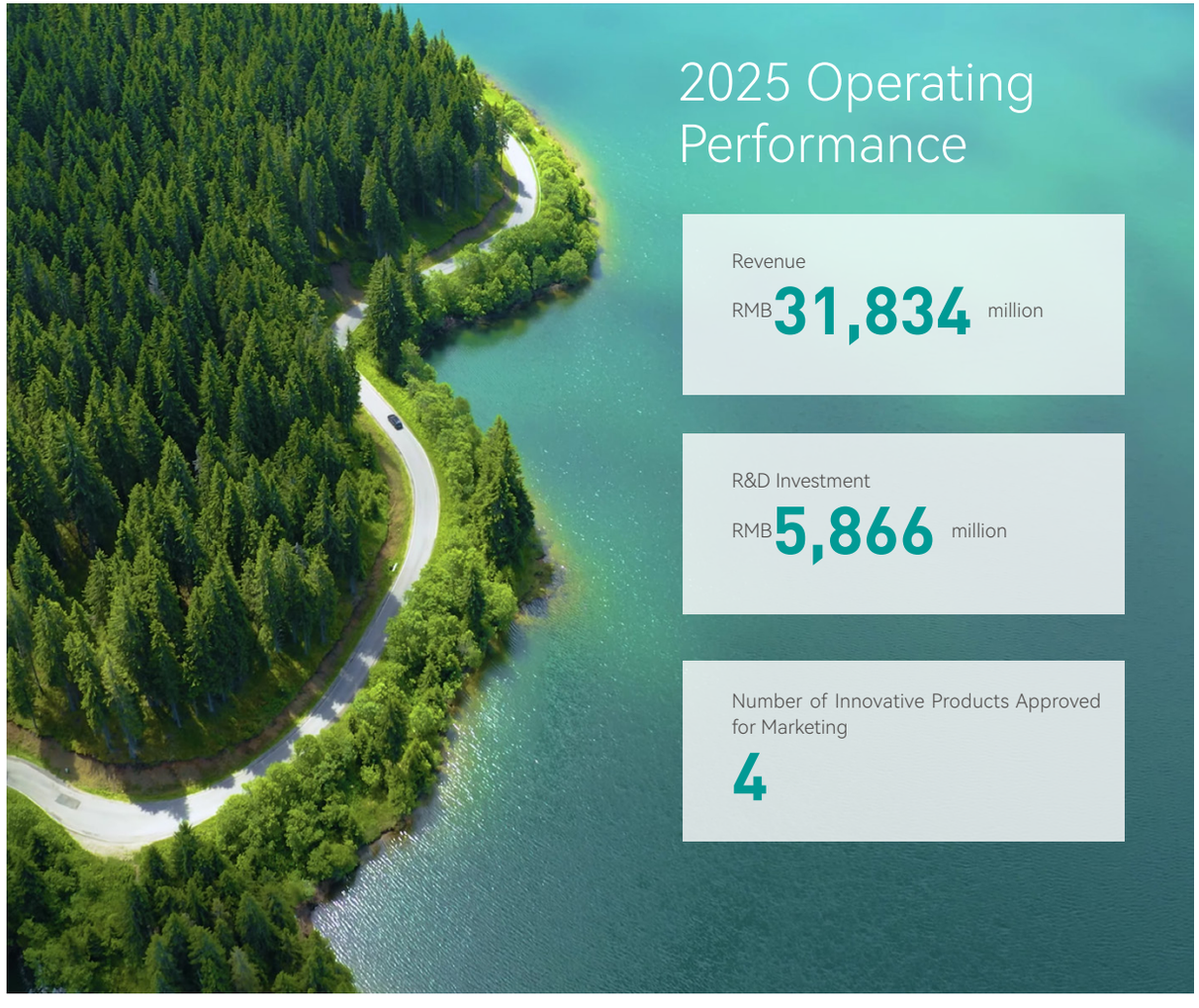
"Science for a Healthier World"

Our Vision

To be a leading global pharmaceutical company through delivering innovative therapies for patients

Our Values

Integrity, Foresight, Innovation, Commitment, Efficiency, Collaboration



2025 Operating Performance

Revenue
RMB **31,834** million

R&D Investment
RMB **5,866** million

Number of Innovative Products Approved for Marketing
4

Honours and Awards of 2025 (Partial)

Market Value Category

Top 50 Global Pharmaceutical Enterprises in 2025
Pharm Exec

"Company of the Year" award at the 2025 BayHelix Awards
BioCentury-BayHelix

Industry-Leading Pharmaceutical Enterprise
2025 China Healthcare Decision-Makers Conference

ESG Category

2024-2025 Sustainable Development Industrial Enterprise
Forbes China

100 ESG Pioneers among China's Listed Companies (2025)
CCTV Financial Program Centre

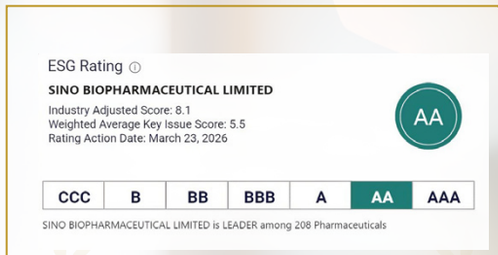
30 ESG Technology Innovation Pioneers among China's Listed Companies
CCTV Financial Program Centre

ESG Social Innovation Technology Award
TVB

Top 100 ESG Best Practices Among China's Listed Companies
Wind



ESG Rating



MSCI

Elevated to "AA" Rating (March 2026)



S&P Global

Selected in S&P Global's Sustainability Yearbook (Global Edition) for two consecutive years

Achieved a score of 71 in S&P Global's 2025 CSA, ranking in the top 3% of the entire industry in China

CDP

CDP climate score achieved "B" for three consecutive years (the highest rating among Chinese peers)

FTSE4Good

Selected in the FTSE4Good Index Series for two consecutive years

WIND

Wind 2025 Corporate ESG Rating: AA



ESG GOVERNANCE

Board Statement

The Board of Sino Biopharmaceutical has reviewed and confirmed that this Report does not contain any false information, misleading statements, or material omissions. Based on the supervisory and management responsibilities of the Board on ESG-related matters during the reporting period, the Board issues the following statement:

The Board of Sino Biopharmaceutical, as the highest decision-making and responsible body for ESG, has authorized the ESG Committee of the Board to perform supervision and management duties on ESG-related matters on behalf of the Board.

In accordance with the principle of materiality under ESG reporting guidelines, we have updated the scope of ESG information disclosure in this report to ensure completeness and consistency.

During the reporting period, the material ESG risks of the Company were incorporated into the overall risk assessment and management framework of the Company. The senior management, person in charge of key business lines, and critical internal and external stakeholders of the Company have thoroughly considered the possibility, impact, and risk trends of material ESG risks and emerging ESG risks and have formulated response plans accordingly. Specifically, to address climate change risks, the Company has established the "Climate Risk and Opportunity Management Subcommittee" ("Climate Subcommittee") for oversight. The Board has reviewed and provided guidance on the results of the ESG risk assessment and response plans.

During the reporting period, the Company endeavoured to develop and implement the "CARE" ESG strategy, focusing on the four core ESG areas of Cure (disease treatment), Accessible (healthcare accessibility), Relationship (win-win relationships), and Environmental (environmental friendliness). We undertook governance enhancement initiatives and consistently made breakthrough progress, including but not limited to the formulation and launch of the Phase I carbon neutrality action plan, achievement of simultaneous reductions in total carbon emissions and intensity for the first time, sustained improvements in employee satisfaction, continuous breakthroughs in innovative drug development, and deeper integration of ESG principles.

During the reporting period, the Company convened two meetings of the ESG Committee of the Board to approve the "10 ESG Tasks of Sino Biopharmaceutical for 2025" and to review their progress. As of the end of the reporting period, the Company had fully and successfully completed all 10 annual ESG tasks with high quality.

This Report comprehensively discloses the ESG efforts and achievements of Sino Biopharmaceutical in 2025 and was reviewed and approved by the Board on 23 April 2026.





ESG Vision and Strategy

Our ESG Vision

The ESG vision of Sino Biopharmaceutical is to establish a sustainable development model through high-quality ESG governance and promote harmonious growth among the enterprise, society, and the environment, in a bid to provide a solid foundation for realizing its core development philosophy of "Science for a Healthier World", pursue health and well-being for more patients around the world, and create long-term value for the company and its partners.

Our ESG Strategy

To ensure the realisation of the Sino Biopharmaceutical's ESG Vision, the Company has formulated the ESG governance strategy based on "CARE", with "Cure, Accessible, Relationship, Environmental" as the four-core direction, promoting the organic integration of ESG vision and development strategy of the Company and facilitating high-quality and sustainable development of the Company's business.

Cure

Adhere to innovation and R&D driven, and continue to expand the field of treatment

Strictly control the quality and safety management to ensure the effectiveness of treatment

Promote the industrialisation of cutting-edge science and technology, and continue to improve the treatment effect

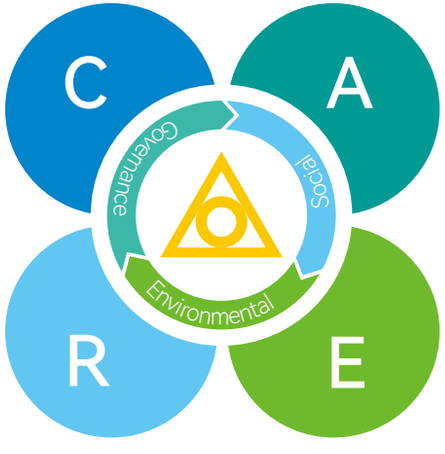
Relationship

Promote drug-patient interaction and gain patient trust

Create a diverse workplace to stimulate the relationship between employee and company

Adhere to business ethics, deepen the responsibility of the stakeholders

Participate in public welfare, build a harmonious community relationship



Accessible

Reduce patient burden and provide affordable medication options

Expand channels to facilitate drug purchasing

Popularize the knowledge of drug use and spread the scientific drug using method

Pay attention to the R&D of drug for rare diseases, and protect equal health rights

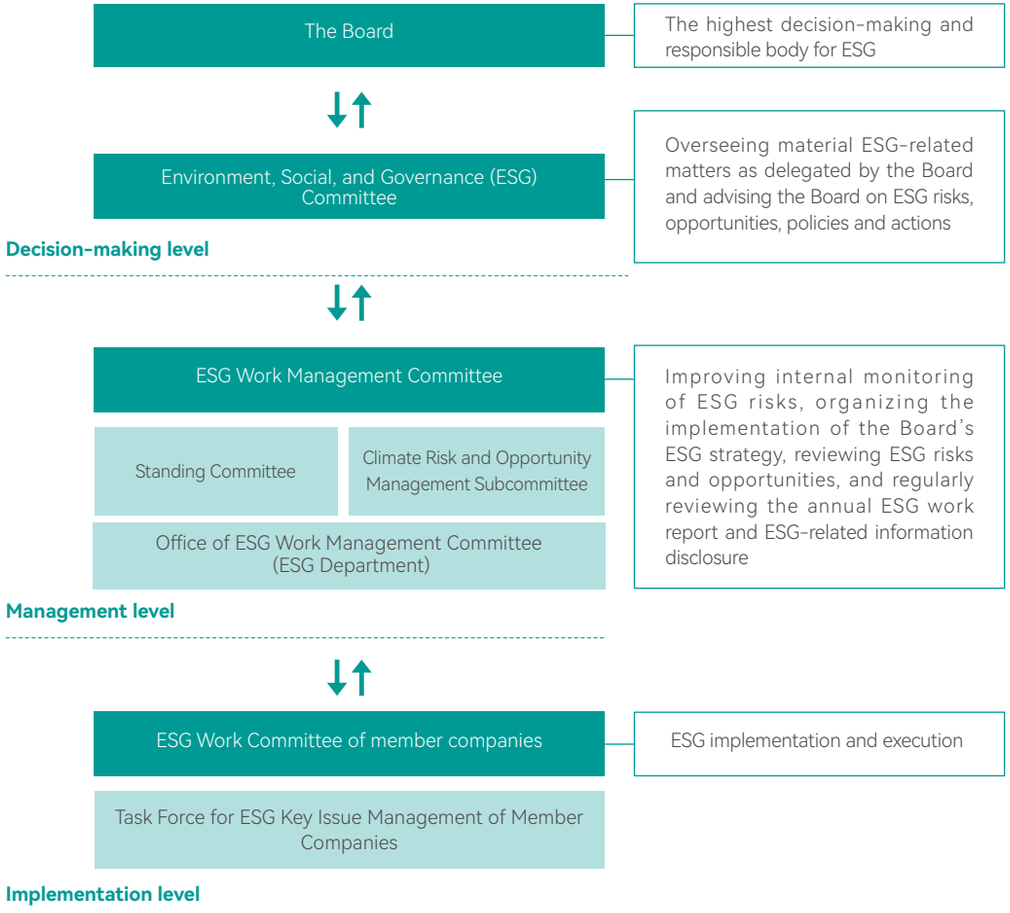
Environmental

Reduce emissions and conserve energy to build an environmentally friendly enterprise

Reduce costs and increase efficiency to build a steady industrial foundation for development

Address climate risks and face the common challenge of mankind

ESG Governance Structure



At the decision-making level

With the Board as the highest-level decision-making and responsible body for ESG, Sino Biopharmaceutical has established the ESG Committee under the Board with Ms. Cheng Cheung Ling, vice chairwoman of the Board, acting as the chairwoman of the ESG Committee, to oversee major ESG-related issues of the Company and to advise the Board on ESG risks, opportunities, policies and actions.

At the management level

The Company has established the ESG Work Management Committee which follows the *Regulations of Sino Biopharmaceutical ESG Work Management Committee* and the relevant operating mechanism of the Committee, with Mr. Jin Song, vice president of the Company and the ESG work in-charge assuming the organisational responsibility, the Company's senior management acting as the standing committee members, and the persons in charge of the Company's ESG-related functions and certain major member companies as the committee members. They are responsible for continuously improving the internal supervision of ESG risks, organizing the implementation of the Board's ESG strategies and requirements, reviewing ESG risks and opportunities in a timely manner based on factors such as the macro environment and business changes, and regularly reviewing the annual ESG work report and ESG-related information disclosure. In order to facilitate the implementation of ESG management work, the Company has also established the ESG Department and the Office for ESG Work Management Committee, a dedicated ESG management department responsible for the overall planning, coordinating, organizing and promoting the execution of ESG tasks.

This year, the Climate Risk and Opportunity Management Subcommittee was established under the ESG Work Management Committee, responsible for coordinating and advancing the identification, assessment, management, and disclosure of climate-related risks, providing professional support for the Board, and systematically enhancing climate resilience and response capabilities. For more details on the responsibilities of the subcommittee, please refer to the "Climate Change Governance" section in the "Climate Change Response" chapter.

At the implementation level

Under the leadership and supervision of the Company, each member company has set up an ESG work executive committee and corresponding task force for ESG key issue governance, to undertake the requirements of the Company for ESG work, to formulate and implement specific ESG work plans taking into account its actual situation and development needs of the member companies, to report to the ESG Work Management Committee of the Company in a timely manner on the progress of the ESG work plans, and to improve the quality of work according to the guidance of the Company.



During the reporting period, in response to the need to deepen the implementation of its ESG governance, the Company has further optimized its governance framework by directly integrating managers of key ESG issues from major member companies into the ESG Work Management Committee of the management. This move has significantly enhanced resource integration and cross-level collaboration in ESG practices, further strengthening the supporting capacity of the ESG system.

——Mr. Jin Song, Vice President and Director of the ESG Work Management Committee, Sino Biopharmaceutical

ESG Development Milestones

2021

The year was the "Foundation Year" of the Company's ESG systematic management. The Company's sustainable development strategy was formally established, clearly focusing on ESG management as the core, and comprehensively promoting the Company's sustainable development.

A three-level ESG structure was created, consisting of the Board of the Company, the Management of the Company, and the implementation level of member companies, as the core guarantee of ESG systematic management.

The "2022-2024" three-year phased ESG work plan and objectives were formulated to provide effective support for the Company's strategic development, focusing on the establishment of a sound ESG governance system, the effective control of major ESG risks, the governance level of key ESG issues reaching an outstanding level among peers, and the establishment of a long-term communication mechanism for stakeholders to enhance internal and external awareness and recognition.

Sino Biopharmaceutical was awarded the "Most Socially Responsible Listed Company of the Year 2021".

2022

The "CARE" ESG strategy was proposed, clearly defining "Cure, Accessible, Relationship, and Environmental" as the four key ESG areas.

The *ESG Management Measures of Sino Biopharmaceutical* was issued as a framework document for ESG management of the Company and its member companies.

The ESG Digital Management Platform of Sino Biopharmaceutical was launched, with the Company's ESG management entering the digital phase.

The Company's MSCI ESG rating was upgraded to "BBB".

The Company's score on the S&P Global Corporate Sustainability Assessment (CSA) was within the top 9% of companies worldwide.

The Company was awarded the "2022 Best ESG Employer in China" by Aon Group.

Chia Tai Qingjiang, a member company of the Company, was awarded the honorary title of "2022 Green Factory in Jiangsu Province".

2023

The Company's MSCI ESG rating was upgraded to "A".

The Company's score on the S&P Global CSA was within the top 9% of companies worldwide for two consecutive years.

The Company's climate rating was upgraded to "B" in the Carbon Disclosure Project (CDP) (the highest rating among Chinese peers).

The Company was selected in the "100 ESG Pioneers among China's Listed Companies", a ranking published by CCTV and the State-owned Assets Supervision and Administration Commission of the State Council (SASAC).

The Company was selected in S&P Global's Sustainability Yearbook 2023 (China Chinese Edition), the first issue of the publication.

The Company was rated as one of the "2023 Forbes China ESG Innovation Enterprises" and "2023 Forbes China Best Employers".

2024

The Company completed its first three-year ESG work plan successfully, establishing a comprehensive ESG governance framework that operates efficiently, effectively controlling major ESG risks, continually refining ESG governance projects, and significantly enhancing internal and external awareness and recognition.

The "Carbon Neutrality Goals and Pathway Planning", the first of its kind in the industry in China, was prepared and released to provide guidance for the Company's low-carbon transformation.

The Company's first landmark project named "ESG Day" for promoting ESG cultural values, was held successfully, significantly enhancing ESG awareness and recognition among all employees.

The Company received the MSCI ESG rating of "A".

The Company was included in the FTSE4Good Index Series for the first time.

The Company received the CDP climate rating of "B" for two consecutive years (the highest rating among Chinese peers).

The Company was selected in S&P Global's Sustainability Yearbook 2025 (Global Edition) for the first time.

The Company received more than 10 prestigious international ESG awards, including "2024 ESG Inspiring Cases" by Forbes China, and "Sustainable Supply Chain Award" by Bloomberg Businessweek/ Chinese Edition.

NJCTT, a member company of the Company, was awarded the honorary title of "National Green Factory".

2025

The Company launched its second three-year ESG work plan officially, aiming to align with leading international ESG standards, spearhead a series of innovative initiatives, and establish a benchmark for ESG performance among Chinese pharmaceutical enterprises.

The Company received the MSCI ESG rating of "A".

The Company's score on the S&P Global Corporate Sustainability Assessment (CSA) was within the top 3% of Chinese peers.

The Company was selected in S&P Global's Sustainability Yearbook 2025 (Global Edition) for two consecutive years

The Company received the CDP climate rating of "B" for three consecutive years (the highest rating among Chinese peers).

The Company was included in the FTSE4Good Index Series for two consecutive years

The "Phase I Carbon Neutrality Action Plan" was launched, and the total carbon emissions and intensity were reduced simultaneously for the first time.

Chia Tai Qingjiang, a member company of the Company, was awarded the honorary title of "National Green Factory".

Chia Tai Tianqing Nanjing Shunxin Pharmaceutical Co., Ltd., a member company of the Company, was awarded the honorary title of "2025 Green Factory in Jiangsu Province".

The Company received more than 10 ESG comprehensive and specialised awards, including "Sustainable Development Industrial Enterprise" by Forbes China, "2025 Ram Charan Management Practice Award" by Harvard Business Review (Chinese Edition).

2026

The Company's MSCI ESG rating was upgraded to "AA".

Management of Material Issues

The concerns of stakeholders serve as a key driver for the Company's ESG development. We have established diversified communication mechanisms with all stakeholders, and regularly engage with them on ESG performance, issues of concern and their associated impacts to understand their expectations and concerns. During the reporting period, we fully considered stakeholders' opinions in our daily operational decision-making and promptly took action to address their requests.



Jade Dragon Snow Mountain: Golden Peak Reflection on Mirror Lake by Sun Zhongqian, EHS Management Department, CT Tianqing

Stakeholders	Channels of Communication
Government and Industry Regulators	Government visits, work reports, policy consultations, participation in policy development, industry communication and collaboration
Investors	Board meetings, general meetings, investor exchange meetings, disclosure of information by listed companies, ordinary visits, telephone and mail enquiry
Customers	Academic seminars, new product launch conferences, regular visits, industry seminars, telephone and mail inquiry, official complaint channels, satisfaction surveys
Suppliers	Supplier exchanges and visits, supplier training, supplier assessment, procurement and tendering process
Employees	Trade union, employee congress, employee activities, satisfaction surveys, complaints and feedback
Community	Public welfare activities, cooperation with charitable organisations, volunteer activities
Industry Peers	Exchange activities, industry forums and conferences
Media and the General Public	Information disclosure, public opinion monitoring, official website, social media platforms, telephone and mail enquiry

Sino Biopharmaceutical reviews various ESG materiality issues annually and conducts an in-depth assessment every three years. During the year, we applied a double materiality assessment, comprehensively evaluating the Company's ESG material issues from the dimensions of financial materiality and impact materiality. Our assessment is divided into three main stages:

Stage 1: Identifying business activities and material issues

Sino Biopharmaceutical reviewed its main activities and operations across the upstream and downstream value chain. We referred to the *ESG Reporting Code of the Hong Kong Stock Exchange, GRI Standards*, mainstream ESG ratings, and the UN's SDGs to compile a list of ESG material issues for Sino Biopharmaceutical. These ESG issues were integrated into the Company's overall risk assessment and management processes.

During the identification of ESG material issues, we reviewed past result. During the year, we integrated highly relevant ESG issues by combining the actual business operations and stakeholder concerns to understand their combined impact. Specifically, "intellectual property protection" was included under the "product R&D and innovation" issue, the "risk management" issue was included under various ESG issue management processes. These issues are no longer listed separately.

Stage 2: Financial and impact materiality assessment

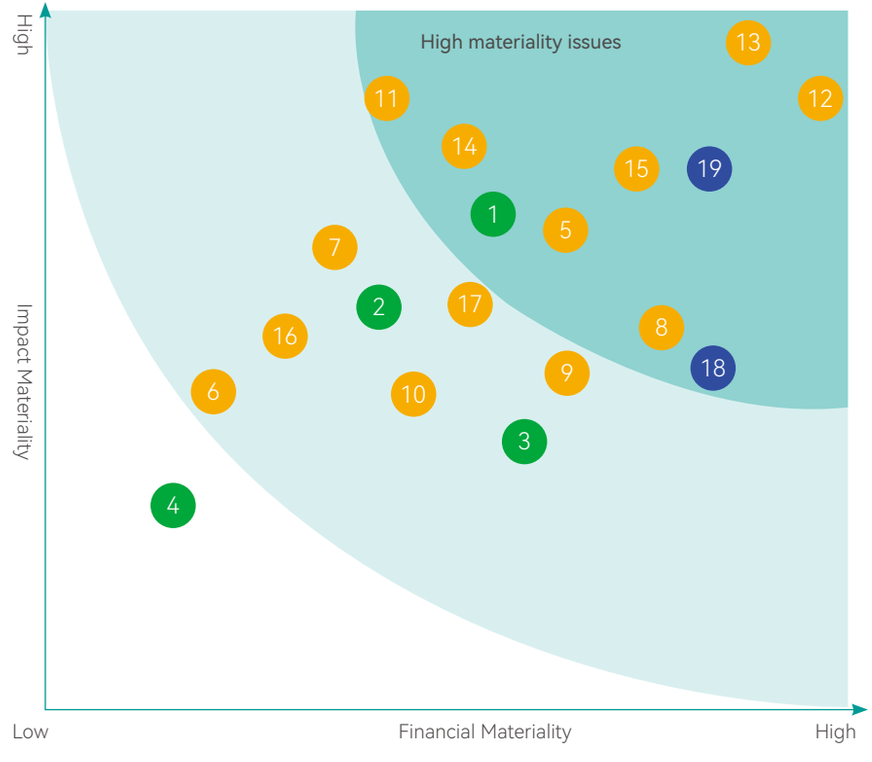
For economic, social, and environmental impacts, we assessed the potential or actual impact of each ESG issue through stakeholder surveys and interviews with external stakeholder representatives, considering the likelihood and time horizon (short, medium, long-term). We also evaluated the impact of ESG issues on society and the environment based on factors such as affected parties, scale, scope, and remediability, to comprehensively determine impact materiality.

For financial materiality, we used the Company's risk management process as benchmark, assessing financial materiality based on the impact on corporate value. The Company's internal finance department experts conducted professional financial impact assessments and invited senior management for one-on-one interviews to review the actual or potential impact of each issue on the Company's corporate value.

Stage 3: Double materiality assessment analysis

Based on the data from Stage 2, we analysed and summarized the 2025 materiality issues matrix, determining the materiality issues and their priorities for the year. The ESG Work Management Committee and the ESG Committee of the Board reviewed and confirmed the analysis results. Guided by these results, the Company carried out ESG practice enhancements in 2025, with key disclosures on material issues in various sections of the annual report.

In 2025, Sino Biopharmaceutical identified 10 high materiality issues, including product innovation and R&D, product quality and safety, pharmaceutical inclusion, responsible marketing, compliance operations, information security and privacy protection, protection of employees' rights and interests, climate change response, employee remuneration and benefits, and anti-corruption.



1 Climate change response
2 Emissions management
3 Energy and resource consumption
4 Biodiversity
5 Protection of employees' rights and interests
6 Employee diversity
7 Employee health and safety
8 Employee remuneration and benefits
9 Employee development and training
10 Supply chain sustainable management
11 Pharmaceutical inclusion
12 Product innovation and R&D
13 Product quality and safety
14 Information security and privacy protection
15 Responsible marketing
16 Community investment
17 Industry development
18 Anti-corruption
19 Compliance operation



EFFECTIVE GOVERNANCE

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Sustainable Supply Chain 27



Corporate Governance

Our principles and objectives

Sino Biopharmaceutical holds the belief that robust corporate governance is instrumental in fostering the Company's sustainable growth. We are committed to building a governance mechanism characterized by a clear delineation of responsibilities, continuously enhancing the professionalism, independence, and diversity of the Board, and safeguarding shareholders' rights and interests as well as the sustainable development of the Company.

Average attendance rate of directors

86.4%

Proportion of independent directors on the Board

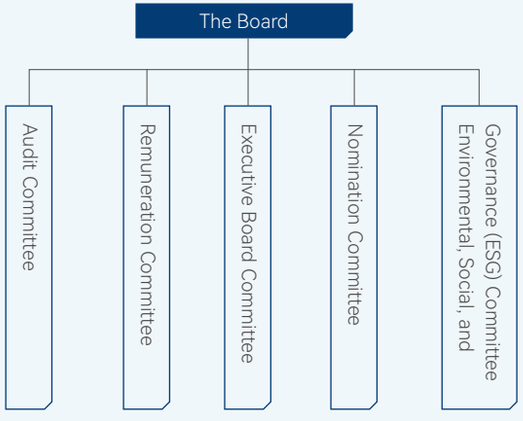
45%

Proportion of female directors on the Board

27.3%

Governance Structure

Sino Biopharmaceutical has continuously improved its governance structure in strict compliance with the *Company Law of the People's Republic of China, the Main Board Listing Rules of the Stock Exchange of Hong Kong*, and other relevant regulations in its operational jurisdictions. Consequently, there has formed a governance mechanism characterized by clear delineation of duties, coordination, and checks and balances, which ensures efficient and compliant corporate governance.



During the reporting period, the Company held 1 general meeting, 4 meetings of the Board, 2 meetings of the Audit Committee, 1 meeting of the Remuneration Committee, and 2 meetings of the ESG committee, with an average attendance rate of 86.4% among directors. The holding of all meetings and voting procedures were in compliance with the relevant laws and regulations as well as the Company's Articles of Association and rules of procedure. All voting results were legal and valid.

Independence of the Board

Board independence is pivotal in overseeing the risk management and internal control of the Company. As of the end of the reporting period, independent directors accounted for 45% of the Company's Board. Both the Audit Committee and the Remuneration Committee were exclusively composed of independent directors, while independent directors made up 67% of the Nomination Committee. Sino Biopharmaceutical's independent directors are all seasoned professionals with expertise and extensive experience in accounting, finance, risk management, and business operations. The Nomination Committee evaluates and confirms the independence of directors on an annual basis.

Diversity of the Board

We believe that a diverse Board composition is one of the key factors in maintaining high-quality decision-making. The Company has established the *Board Diversity Policy* and made amendments in line with its development needs to ensure that the Board has the right balance of skills, experience and diversity of views, a prerequisite for improving the effectiveness and quality of critical decisions. The Nomination Committee reviews the effectiveness and implementation of the *Board Diversity Policy* and conducts diversity assessments on an annual basis.

As of the end of the reporting period, there were 11 members on the Board of the Company, of whom 3 were female Directors, accounting for 27.3%. The current composition of the Board features a balanced ratio of gender, age and professional experience. All members of the Board have extensive industry experience and hold professional qualifications or backgrounds in various fields such as finance, risk management, medicine, pharmacy, law, economics and business administration.

Performance Evaluation of the Board

Sino Biopharmaceutical has established an appraisal and incentive mechanism for the Board. The Remuneration Committee evaluates the performance of directors and senior executives and recommends a remuneration package to the Board based on the company's key financial and operational indicators for the current year, job responsibilities, and performance evaluation standards and processes. The remuneration package takes into account market remuneration levels, the Company's operating conditions, and the performance of directors and senior management to effectively motivate employees and strengthen responsibility and target constraints.

Governance Enhancement Plans and Objectives

Board Independence Objective	"By the end of 2028, the proportion of independent directors on the Board who have served for more than 9 years will be less than 50%; by the end of 2031, the tenure of all independent directors on the Board will be less than 9 years."
Board Diversity Objective	"By the end of 2028, the proportion of female directors on the Board will exceed 30%."
Director Performance Evaluation Plan	"Starting from 2026, the Board will conduct a performance evaluation of the Board at least once every two years, and the evaluation results will be linked to the directors' remuneration incentive mechanism."

Tax Governance

Sino Biopharmaceutical formulates and continuously improves its tax policies. The Company conducts tax governance based on compliance with tax regulations in jurisdictions it operates, fulfilling tax obligations faithfully and lawfully. The Company emphasizes tax risk management, incorporating it into its corporate risk assessment framework. The Company's tax policies are approved by the Board and strictly implemented at all levels. Relevant personnel in the finance and tax departments are also required to undergo tax education to reduce tax risks arising from tax or regulatory uncertainties.

Sino Biopharmaceutical mainly operates in Chinese mainland. In 2025, the total income tax expenses incurred and the income tax paid in Chinese mainland accounted for 100% of the Company's total income tax burden. The statutory tax rate applicable in Chinese mainland was 25%, with certain subsidiaries entitled to a preferential enterprise income tax rate of 15% as they were qualified as "High- and New-Technology Enterprises".

Annual income tax expenses
RMB **1,629** million

For more information on the Company's tax management mechanism, please refer to the *Sino Biopharmaceutical Tax Standard*.

Enterprise Risk Management

Sino Biopharmaceutical is committed to establishing a comprehensive risk management system. It promptly pays attention to emerging risks and their challenges, and combines this with the ongoing risk culture construction efforts to provide a solid foundation for the stable development of the company.

Risk Management Structure

Sino Biopharmaceutical attaches great importance to risk management and has established a three-tier risk management structure consisting of "governance, management, and operation" as the core guarantee of comprehensive risk management. To strengthen the Company's operational risk management and internal supervision, the Board conducts at least one review of the effectiveness of the risk management and internal control system annually.

Governance level	Management level	Operating level
The Board is responsible for the overall risk governance of the Company and oversees the effectiveness of the internal control system. The Audit Committee, as authorized by the Board, reviews the internal control policy on a regular basis, oversees the implementation and effectiveness of the internal audit policy, and evaluates the work done by the external auditor The Board also authorizes other committees (e.g. the ESG Committee) to carry out specific work related to risk management in their respective areas of expertise.	The Company strictly complies with relevant national laws and regulations. The Risk and Compliance Committee, headed by the chairwoman of the Board, formulates and strictly implements the risk compliance management system, advancing towards closed-loop management of risk assessment, control, review, and rectification.	The Audit and Supervision Centre of the Company and the business departments of member companies identify existing and potential risks and opportunities, including compliance risks, operational risks, and ESG risks, based on the nature of business and processes. Control measures are formulated according to the priorities identified during the assessment process.

Sino Biopharmaceutical strictly complies with the *Company Law of the People's Republic of China, the Basic Standards for Internal Control of Enterprises, the Compliance Management Standards for the Pharmaceutical Industry*, and other relevant laws and regulations and guiding documents. Internally, we have established the *Compliance Management Policy of Sino Biopharmaceutical (Trial)* and the *Regulations of the Risk and Compliance Committee of Sino Biopharmaceutical*. The Company stringently abides by the pertinent laws, regulations, and internal policies to implement risk compliance management, and effectively control potential risks.

During the reporting period, the Risk and Compliance Committee conducted multiple audits on the risk compliance management of the Company. Each responsible department made timely rectifications based on the audit results. The Company also engaged external experts to carry out external audits, continuously strengthening the management and control of potential risks, and enhancing the overall risk management level. We incorporate risk management indicators into individual performance appraisals and conduct stringent assessments to safeguard the effectiveness of risk management.

Emerging Risk Management

The Company promptly follows up on the dynamics of the macropolitical and economic environments, industry policies, technological advancements, climate change, and other aspects closely related to its operations. We identify potential emerging risks and formulate countermeasures to reduce these risks to a manageable level. Currently, the emerging risks identified by the Company that may have a long-term impact on its business are as follows:

Application of AI technology	The widespread application of AI technology may have negative impacts on data security, privacy protection and other areas. Meanwhile, the role of AI technology in accelerating R&D efficiency, automated production, and market data analysis will bring both opportunities and challenges to traditional methods of drug R&D. Additionally, the application of AI technology poses challenges to employment relationships in certain potentially replaceable positions.	Continue to improve the information security plan and upgrade the system security level by tracking the latest information security technologies; enhance employees' awareness of new types of cyber-attacks in the future. Continue to advance the Company's "digitalisation" strategy, promote the application of AI technology throughout the entire business process including R&D, production and sales, thereby improving efficiency and reducing costs. Provide employees with learning platforms for AI-related knowledge and encourage them to enhance their AI application capabilities, thereby aligning with the development needs of the Company, industry, and society.
Geopolitical risks	Geographical conflicts have prompted different countries to impose sanctions constantly, causing fluctuations in the trade of energy and some raw materials, thereby affecting supply chain stability. In the long run, restrictions on technology introduction and international strategic cooperation will pose threats to the operations and investment activities of enterprises.	Continuously assess general economic and political trends, maintain close interaction with stakeholders, including suppliers and partners, and develop action plans to enhance the resilience and sustainability of the Company's operations.

Risk Culture Building

Sino Biopharmaceutical is committed to creating a responsible, honest, and compliant risk management environment, fostering a risk management culture with full participation of all employees. The compliance and audit departments of the Company and its member companies regularly organize risk management training and audits, and provide incentives, including public recognition, bonus incentives, and internal promotions, to employees who have made significant contributions to risk identification and management.

Compliance Operation



Light and Shadow of CT Tianqing by Xu Lijun, Brand Management Department, CT Tianqing

Our principles and objectives

"Integrity", "Commitment" and "Collaboration" stand as crucial pillars of the core values upheld by Sino Biopharmaceutical. Creating an honest and compliant business environment requires the collective efforts of the entire industry. We are dedicated to practicing the highest standards of business ethics and working with our partners to create a compliance operation environment that safeguards the long-term interests of all stakeholders.

Compliance governance system

The Board, as the highest decision-making body for the Company's overall risk management, has established the Audit Committee and ESG Committee to promote, supervise, and guide the Company's overall compliance management work. The audit, compliance, and legal departments collaborate with business departments to implement the compliance management system according to their respective responsibilities. *The Compliance Management Policy of Sino Biopharmaceutical (Trial)* is the guiding document for the Company's compliance management, providing principled guidance for compliance management.

Number of network security and data privacy breach incidents

0

Coverage of anti-corruption training for directors and employees

100%

Total hours of anti-corruption training for employees

12,185 hours

Coverage of responsible marketing training

100%

Business Ethics and Anti-Corruption

Upholding "Integrity" as the primary principle of its corporate values, Sino Biopharmaceutical strictly adheres to applicable laws and regulations, maintains zero tolerance to all forms of corruption, bribery, fraud and other acts that violate business ethics.

Business ethics management system

Sino Biopharmaceutical is committed to building a compliance management structure characterized by a clear delineation of responsibilities, formulating and continuously improving relevant management systems in strict accordance with the laws, regulations, and other regulatory requirements in the places where we operate. This ensures effective oversight of ethical issues, guarding against ethical risks and actively building a long-lasting governance system.

Business ethics management structure

As the highest-level decision-making body of the Company, the Board is responsible for reviewing and supervising the related work of the Company's anti-fraud and integrity building, including but not limited to the compliance with laws and regulations, the operation of the management system and the improvement of relevant policies.

Compliance Operation Centre	It provides core assurance and professional support for compliance management and risk control.
Audit and Supervision Centre	It reports audit findings, risk prompts, measures for improvement and progress in implementation to the Audit Committee of the Board.
Audit Committee	It assists the Board in monitoring and reviewing the effectiveness of the Company's risk management and internal control systems by, among other things, regularly reviewing the reports on the work of internal and external auditors.
Board	It makes final decisions regarding major matters related to business ethics and anti-corruption.

Business ethics management system

The *Sino Biopharmaceutical Furnace Rules* serves as the Company's highest standard for business ethics, clearly defining behavioural requirements for all employees and partners. These rules aim to uphold the Company's cultural values, foster an environment of integrity and compliance, and strengthen employees' sense of responsibility. Meanwhile, we continuously improve our business ethics management system by regularly revising policy documents such as the *Employee Handbook, Sino Biopharmaceutical Anti- Fraud, Bribery and Corruption Policy,* and the *Policy for Whistle-blowing and Whistle-blower Protection of Sino Biopharmaceutical*, providing normative guidance for conduct across all areas.

Business ethics audit and supervision

Guided by the "Sino Biopharmaceutical Furnace Rules", the Company's Audit and Supervision Centre promotes the effective implementation of business ethics and anti-corruption management through a dual supervision mechanism of auditing and monitoring. We maintain a zero-tolerance stance against fraudulent and corrupt practices. For verified violations, the Company will impose appropriate disciplinary actions and corrective measures based on the severity of the misconduct. Cases suspected of illegality will be referred to judicial authorities for legal accountability.

During the reporting period, the number of concluded legal cases of the Company regarding corruption, fraud, or conflicts of interest was

0

In terms of auditing

we conduct audits of compliance with our business ethics standards covering all operational locations at least once every two years. This ensures that all employees of the Company act in compliance with the business ethics standards. We also review business processes to identify vulnerabilities.

In 2025, the Company conducted a comprehensive risk audit aimed at driving iterative business process improvements, strengthening risk control, saving costs and enhance efficiency. During the year, we completed a total of 6 benchmarking audits and 35 special audits, with a risk rectification rate of 87%.

For supervision efforts

For supervision efforts, we focus on areas with higher business ethical risks, such as sales, and continuously intensify our supervision efforts to build a robust integrity defense line with the goal of "combating fraud to foster a clean business ecosystem".

In 2025, the Company investigated and verified 27 cases of fraud, involving 56 individuals, handling them according to the Company's anti-fraud policy and relevant regulations. After the investigation and handling, the Company conducted strict inspections and rectifications of the issues exposed by the relevant cases.

Integrity culture development and training

Sino Biopharmaceutical attaches great importance to cultivating a culture of integrity. It provides business ethics and anti-corruption training for all employees (including full-time, part-time, and contractors) every year, helping them transform their passive awareness of "not daring to corrupt" into an active commitment of "not intending to corrupt", thereby fostering a culture of integrity from the root of their thoughts. During the year, the Company's Audit and Supervision Centre organized 14 offline sessions to promote business ethics and anti-corruption, and released 22 online integrity promotion articles. These initiatives aim to continuously foster a concept of integrity in professional conduct across the company, thereby solidifying the foundation of corporate integrity culture.

We require every employee to acknowledge and study the *Sino Biopharmaceutical Furnace Rules* and sign the *Employee Integrity Agreement* upon joining. We advocate for integrity, honesty, compliance, self-discipline, and the elimination of fraudulent behaviour.

The signing rate of the *Sino Biopharmaceutical Furnace Rules* among employees

100%

Business ethics and anti-corruption training

All employees (including full-time, part-time, and contractors) shall receive business ethics training during orientation.

All employees (including full-time, part-time, and contractors) participate in business ethics training at least once annually via the online training platform.

The internal online integrity culture promotion platform of the Company continuously promote integrity culture across all employees.

Company-wide Integrity Culture Promotion Platform – "Mr. Integrity"

Sino Biopharmaceutical established the "Mr. Integrity" subscription account within its internal office system as a platform for promoting integrity culture. The account regularly communicates the Company's integrity policies, standards, and requirements to all employees on a regular basis, with its content covering interpretations of national laws and regulations as well as the Company's internal integrity-related rules and standards, notification of internal frauds, sharing and analysis of internal and external typical cases, and channels for reporting and lodging complaints against corruption.

In 2025, the Company published 22 integrity-themed articles via the "Mr. Integrity" subscription account, achieving over 25,500 impressions and ensuring effective dissemination of anti-corruption principles across all employees.



Company-wide Training on the *Employee Code of Conduct*

In July 2025, Sino Biopharmaceutical's Audit and Supervision Centre conducted Company-wide specialised training on the *Employee Code of Conduct*. The training was attended by over 25,500 employees across the entire company. Incorporating online assessments and surveys on governance compliance awareness, the training aims to systematically strengthen anti-corruption awareness and behavioural standards among all employees.



Growth by Zhang Xidong, Finance Center, CT Tianqing

Whistle-blowing and Protection of Whistle-blowers

Sino Biopharmaceutical encourages and protects the right of all stakeholders, including its employees, to voice their demands and concerns. To streamline whistle-blowing channels and establish robust protection measures for whistle-blowers, we formulated and issued policies such as the *Policy for Whistle-blowing and Whistle-blower Protection of Sino Biopharmaceutical* and the *Administrative Measures for Complaints and Reports*. These policies regulate whistle-blowing scope, handling procedures, reporting channels, and the protection of whistle-blowers.

Reporting channels

Both internal and external stakeholders of Sino Biopharmaceutical can report through channels such as email, WeChat official account, or phone, either anonymously or with real-name verification.



Reporting acceptance

The Audit and Supervision Centre assigns dedicated personnel to uniformly manage received reports.

Upon receiving a report or complaint, it shall be submitted to the department head for review according to procedures within one working day and then be investigated.

Scope of acceptance

The scope of acceptance includes but is not limited to violations of corporate culture and values, breaches of company regulations, actions harming company interests, misconduct, disciplinary violations, fraud, and integrity issues.

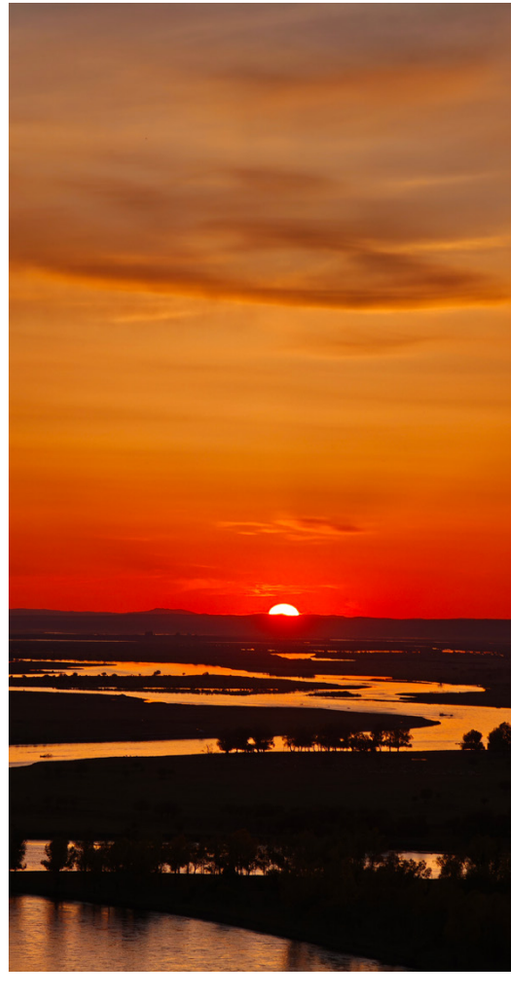
Confidentiality of whistle-blowing and protection of whistleblowers

The Audit and Supervision Centre designates specific personnel to record and summarize information regarding complaints and reports, as well as to ensure the confidentiality and proper archiving of complaint and report documents, data, and investigation reports.

During the investigation process of the Audit and Supervision Centre, no one shall disclose the report content or whistle-blower information to anyone outside the investigation team. All other personnel are forbidden from inquiring or discussing such matters.

Within 15 working days after the conclusion of a complaint investigation, audit and supervision personnel shall organize and archive all relevant materials for future reference, and strictly implement confidentiality measures.

Retaliation against whistle-blowers is strictly prohibited. Upon verification of such conduct, the responsible individuals shall be subject to disciplinary sanctions including but not limited to demotion and/or salary reduction, and/or dismissal. If the conduct is suspected of violating the law, the case shall be transferred to judicial authorities for legal accountability.



Red Sun by Chen Juyi, Strategic Business Division, CT Tianqing

Responsible Marketing

Sino Biopharmaceutical is committed to ensuring the compliance of all marketing, advertising and sales activities through effective management.

We strictly comply with the *Advertising Law of the People's Republic of China, the Law of the People's Republic of China Against Unfair Competition*, and other relevant laws and regulations in its operational jurisdictions to implement responsible marketing management within our compliance management system. Our management encompasses the regulation of marketing behaviours by directors, all employees (including full-time, part-time, interns, and contractors), and partners to ensure all marketing activities are lawful and compliant.

During the reporting period, we did not receive any complaints or legal proceedings related to misleading or deceptive content in marketing information.

The Compliance Operation Centre, established under the Audit Committee, conducts daily supervision and special oversight of marketing activities, ensuring that any form of marketing activity must comply with legal and regulatory requirements, be consistent with regulatory approvals, be truthful and accurate, free from ambiguity and misleading, and must be reviewed and approved by the Company's licensing management personnel before being published and implemented.

In 2025, the Compliance Operation Centre of the Company systematically revised the responsible marketing policies, including the *Compliance Management Policy for Interaction with Government Officials, the Compliance Management Policy for Communication and Interaction with Healthcare Professionals, the Compliance Management Policy for Gifts and Hospitality, the Compliance Management Policy for Sponsorships, Grants, and Donations, and the Management Measures for Academic Activities and Sales Expense Violations*. These revisions aim to "strengthen employee awareness, improve the management system, and enhance risk prevention and control capabilities", laying a solid compliance foundation for sustainable development.



Compliance was once regarded as a "brake" on business operations, conflicting with the need for rapid development. However, through years of compliance practice, I believe that the ultimate goal of compliance is to continuously empower business operations — where rules serve the business and proactively guide its development, ultimately achieving a win-win between standardisation and growth, ensuring long-term sustainability of the enterprise.

—— Cheng Jia, Vice President, Beijing Tide Pharmaceutical Co., Ltd.

Audit and supervision

The Company assesses responsible marketing risks annually and conducts at least one group-wide responsible marketing audit each year, covering all marketing and sales activities to ensure the accuracy and compliance of advertising and marketing activities.

Responsible marketing audits include checking whether sales personnel adhere to the Company's responsible marketing policies and systems, marketing compliance, and fair trading. For audit issues identified, we oversee the timely rectification by relevant unit. For violations, we impose disciplinary actions based on the nature and severity of the infraction, including notifying and criticizing the offender, deducting points from their performance appraisal, and withholding bonuses.

Responsible marketing training

We have developed a comprehensive responsible marketing training system, providing targeted training courses for marketing personnel at all levels to ensure that every employee knows and strictly comply with the company's responsible marketing policies.

Average hours of responsible marketing training for employees

2.18

Coverage of responsible marketing training

100%

2025 Annual Compliance Training for All Employees

To ensure that all employees fully understand the core content of the Company's compliance framework, keep abreast of industry regulatory dynamics, and enhance their marketing compliance awareness, the Company conducted the "Corporate Compliance Framework Training" and two sessions of "Compliance Training for All Employees" in 2025. These initiatives aim to deepen employees' understanding of the compliance management system, including marketing practices, and systematically foster compliance awareness and a culture of compliance.

Clinical Ethics

Ethics in drug R&D constitutes a critical aspect of the Company's business ethics management. We strictly comply with relevant laws and regulations and ethical standards to protect the legitimate rights and interests of clinical trial subjects and to safeguard the welfare of experimental animals.

We strictly abide by relevant laws, regulations and ethical standards, and have established an ethical management system with the protection of the rights and interests of clinical trial subjects and the welfare of experimental animals as the core guarantee. By continuously improving management processes, standardizing personnel operations, and strengthening audit supervision, we always maintain an outstanding level of clinical ethics management.

Protection of clinical trial subjects

The effects of diseases and medications can vary among different populations based on factors such as gender, physical condition, and age. We prioritize the diversity of clinical trial subjects to ensure our clinical trials encompass a broad range of individuals affected by the studied conditions. We strictly comply with laws and regulations and relevant codes of ethics, such as the *Measures for the Administration on Adverse Drug Reaction Reporting and Monitoring and the World Medical Association Declaration of Helsinki,* to conduct clinical trials and protect the right to information, privacy, and medication safety of subjects in clinical trials.

Protection of Rights to Know

Sino Biopharmaceutical respects clinical trial subjects' right to know. Our business is conducted without direct contact with these subjects, and we require our cooperation agencies to comply with relevant laws and regulations as well as clinical ethics, ensuring that clinical trials are conducted in a compliant manner, with subjects providing informed consent.

Protection of Privacy Rights

The Company adheres to the principle of "no access without compliance and no access without necessity" regarding the information of clinical trial subjects. At the same time, for clinical trials carried out by third parties commissioned by us, we will assign project specialists to effectively oversee the clinical trial process and ensure that the researchers, third-party testing organisations, pharmaceutical R&D contract outsourcing service providers, and other handlers of clinical trials do not have access to the personal data of clinical trial subjects.

Protection of Medication Safety

Sino Biopharmaceutical has established a quality management system covering the entire process of clinical trials to carry out safety evaluation of clinical drug trials. Our Clinical Research Management Centre, quality management departments, and third-party agencies continually monitor, audit, and provide feedback on the risks of clinical trials, thereby firmly guaranteeing the medication safety of clinical trial subjects.

Animal welfare

We commit to conducting animal testing only under legal and compliant conditions, adhering to *Regulations on the Administration of Laboratory Animals, the Guiding Opinions on Caring for Laboratory Animals, and other relevant regulations, as well as the Principles of Bioethics of Sino Biopharmaceutical*, and referencing best practice standards and animal testing certification requirements.

The Company's Laboratory Animal Ethics Committee is the central body responsible for the ethical review of laboratory animals, which supervises, inspects, and provides guidance for the ethical handling of laboratory animals, ensures that the use of laboratory animals meets ethical requirements, and promotes the standardisation and normalisation of animal experiments within the organisation. Meanwhile, the Company encourages research into and application of alternative methods to animal experimentation, aiming to minimize the use of animals in research. In 2025, Sino Biopharmaceutical did not engage in any improper or non-compliant activities related to animal welfare.



Replacement of Animal Testing

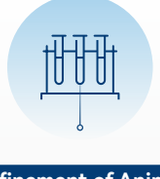
Replace animal testing with in vitro experiments where legally permissible and meeting trial requirements.



Reduction of Animal Testing

Conduct animal testing evaluations to ensure the scientific justification for animal use.

Enhance the skills of relevant personnel to reduce unnecessary animal use.



Refinement of Animal Testing

Select advanced equipment and optimize experimental methods to minimize animal discomfort.

Design optimal living environments for animals, ensuring that each animal has reasonable and comfortable activity space.

Anti-monopoly and Anti-money Laundering

Sino Biopharmaceutical strictly abides by *the Anti-monopoly Law of the People's Republic of China, the Anti-monopoly Guidelines for the Pharmaceutical Sector*, and other relevant laws and regulations available at home and abroad. We stringently implement *the Anti-monopoly Rules of Sino Biopharmaceutical (Trial)* and continuously refine the anti-monopoly management system to raise awareness of anti-monopoly compliance among all employees and mitigate monopoly risks.

In 2025, Sino Biopharmaceutical did not engage in any non-compliant activities related to monopoly, money laundering, or insider trading.

Intellectual Property Protection

Sino Biopharmaceutical attaches great importance to the protection of Intellectual Property Rights (IPRs) and strictly abides by *the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China, the Patent Cooperation Treaty (PCT)* and other international regulations related to intellectual property. The Company has set up an Intellectual Property Department tasked with intellectual property managing and has formulated the Intellectual Property Management Manual of Sino Biopharmaceutical, consistently mitigates the risk of patent infringement while making proactive patent application and maintenance efforts, thereby extending the market lifecycle of innovative products.

Sino Biopharmaceutical actively engages in patent mining and application, promptly transforms the Company's scientific research achievements into intellectual property, and properly maintains the applied patents. During the reporting period, Sino Biopharmaceutical filed a total of 1,167 patent applications and was granted 273 patents.

Member Company Wins the 25th China Patent Award

During the year, CT Tianqing was honored with the Excellence Award at the 25th China Patent Award for its patent "Diammonium Glycyrrhizinate Composition" (Patent No.: ZL200610040759.8). This award marks the national-level authoritative recognition of the innovation and excellence of the Company's patented technology.

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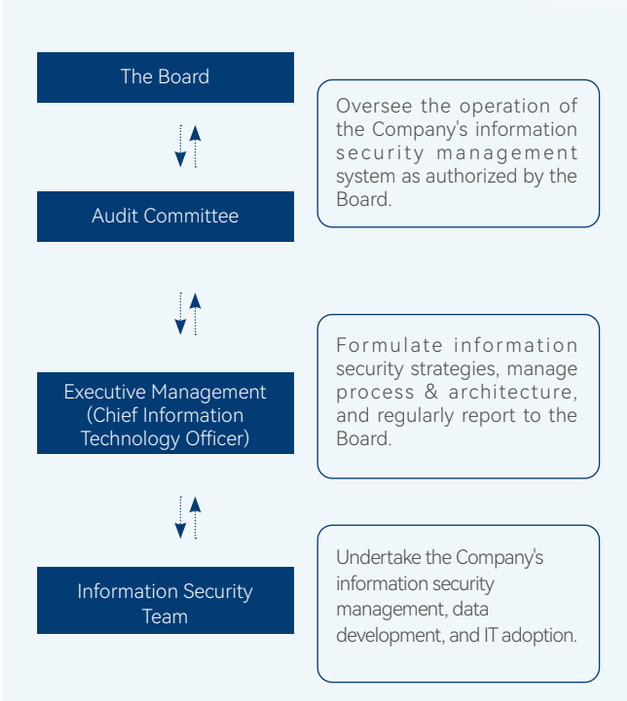
Information Security

Sino Biopharmaceutical actively advances its digital innovation process and the application of AI technologies. While enjoying the efficiency and convenience brought by digitalisation, we consistently place high importance on information security, data governance, and the potential risks associated with AI development. During this reporting period, the Company's information security management system operated effectively, with no major incidents of information security breaches or data and privacy leaks.

Management system

Sino Biopharmaceutical regards information security and privacy protection as an important aspect of its corporate compliance practices. The Company stringently complies with *the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China*, *the Personal Information Protection Law of the People's Republic of China*, and applicable laws and regulations such as the General Data Protection Regulation in the European Union (EU) and the United Kingdom (UK). We strictly implement *the Information Security Management Measures of Sino Biopharmaceutical* and related institutional documents to continuously improve the information security management system.

We explicitly stipulate in employee labor contracts and the *Employee Code of Conduct* that employees must strictly adhere to the principle of confidentiality regarding non-public information of customers, distributors, and other third parties. For third-party data security management, we have outlined data privacy protection requirements for suppliers in the *Supplier Code of Conduct of Sino Biopharmaceutical* and have communicated these to all key suppliers.



Data security governance

We pay ongoing attention to the data management and protection of employees, customers, financial, business, and other information and assets. Our information collection follows the principle of data minimisation, and relevant parties are informed of data usage. We enforce compliance management of acquired personal data, strictly limiting data storage time and usage. At the technical level, data is encrypted and stored securely, while information management is strengthened by means of authority control, screen watermarking, and compliance auditing, effectively preventing private information leaks.

Beyond conventional data governance systems, we prioritize the management of emerging data security risks posed by AI applications, such as data leakage risks resulting from employees' unauthorized use of third-party generative AI tools. To this end, we have centrally deployed and standardized the management of AI applications while intensifying specialised AI security training for all staff. Through case studies, scenario simulations, and hands-on drills, we aim to enhance employees' ability to identify and mitigate risks associated with AI tools.

Cybersecurity management

Cybersecurity Risk Monitoring

We have established a 24/7 real-time cybersecurity monitoring system that aggregates, classifies, correlates, and visualizes multi-source security information across "cloud, network, endpoints, data, applications, and behaviours". This enables unified management of assets, architecture, and incidents, as well as centralized risk monitoring, and comprehensive evaluation of security effectiveness.

We have established vulnerability management standards and proactively identify vulnerabilities through methods such as penetration testing and code audits. This has resulted in a vulnerability analysis and management model characterized by "unified reception, tiered disposal, closed-loop management", effectively preventing future risks.

In 2025, the Company maintained a 100% analysis and resolution rate for cybersecurity vulnerabilities.

Incident Reporting

The Company has established a robust cybersecurity incident reporting process, with multiple channels including OA systems, hotlines, and emails. Upon receiving an incident report from an employee, network operations personnel identify key information and assign a security specialist to follow up and handle the matter. Once the incident has been resolved, timely feedback is provided to the reporting employee. Furthermore, we provide regular information security training for all employees to ensure familiarity with the reporting process.

Cybersecurity Incident Emergency Response

The Company has established a cybersecurity emergency management system, formulating emergency response plans for cybersecurity incidents covering both the overall infrastructure and critical systems, and implementing a tiered response mechanism. After an incident occurs, promptly clarify responsible parties and resolution timelines, assign dedicated personnel to track and handle the incident, and conduct a comprehensive post-incident review. In the event of an incident, we promptly identify the responsible parties and establish deadlines for resolution. Then, specific personnel will be designated to oversee the handling process and conduct a comprehensive post-incident review. We organize cybersecurity emergency drills at least annually to continuously test the reliability of the emergency management system and mitigate the risk of major cybersecurity incidents in the future.

Audit and Certification

We have established a mechanism to support information security compliance audits. Under this mechanism, an independent team analyses the operational status of network equipment and the occurrence and handling of security incidents. Leveraging the latest cybersecurity trends and technical intelligence, the team identifies risk and vulnerabilities to drive continuous improvement and optimize our cybersecurity management and technical strategies. The Company's internal audits cover data centres, cloud environments, and network equipment, ensuring compliance on a daily basis using both automated tools and manual inspection. External audits validate the effectiveness of our defense system through annual third-party security assessments and critical system protection evaluations, ensuring secure and controllable infrastructure.



EDC Filing Certificates



PV Filing Certificates

Partner Management

We have established an information security investigation mechanism for supplier access to evaluate shortlisted suppliers on capabilities such as data security and network security. We explicitly define security requirements within the requirements documents and stipulate necessary security clauses in the cooperation agreement prior to collaboration, and continuously monitor the security status of third-party services throughout the cooperation process.



Sustainable Supply Chain

Our principles and objectives

Sino Biopharmaceutical aims to collaborate with partners from various sectors to build a sustainable value chain with a responsible attitude, contributing to the high-quality development of the pharmaceutical industry in China and globally.

Honours and recognition

Ram Charan Management Practice Award – Responsible Supply Chain Practices

Harvard Business Review (Chinese Edition)

Sino Biopharmaceutical

Best Practice Case in Collaborative Supply Chain Innovation

CSO Global Sustainability Forum

Sino Biopharmaceutical

Major ESG negative incidents among key suppliers

0

Supplier ESG self-assessment pass rate

97%

Supplier ESG improvement plan formulation rate

100%

The dissemination coverage of the *Supplier Code of Conduct* for key suppliers

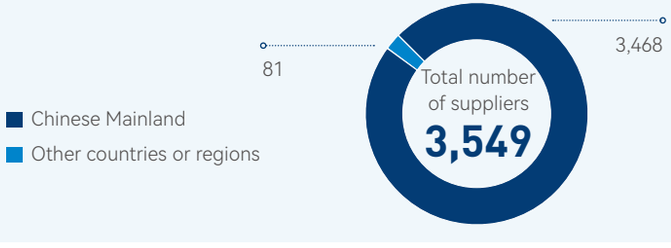
100%

Supplier integrity agreement signing rate

100%

Sustainable Supply Chain Management System

Guided by the "Dual Carbon" goals and with increasingly stringent ESG regulations, the pharmaceutical procurement supply chain, as a core hub for industry compliance, cost control, and sustainable development, has seen its collaborative innovation capability become a key indicator of a pharmaceutical company's core competitiveness. Sino Biopharmaceutical collaborates with upstream and downstream partners to advance the development of ESG procurement supply chain. Focusing on procurement synergy upgrades, supplier ESG management and green procurement innovation, the Company has established an ESG procurement supply chain management system covering procurement access, supplier management, procurement execution and performance evaluation.



The Company uses documents such as the *Supplier Management Procedures* as guiding documents for supply chain management, referencing the Pharmaceutical Supply Chain Initiative (PSCI), *Principles for Responsible Supply Chain Management (PSCI Principles)* and the *Sino Biopharmaceutical Supplier Code of Conduct (Code of Conduct) and the Sino Biopharmaceutical Supplier ESG Grading Management Standards (Grading Management Standards)*. ESG requirements and risk management are integrated into the entire process of supplier selection, bidding (inquiry and comparison), audit, evaluation, and contract performance. During the year, the sustainable supply chain management system of Sino Biopharmaceutical operated effectively, and management work was carried out in a standardized manner.

Supply chain management strategies

Quality first

Select the best quality supplier products and services under the necessary premises of meeting quality management requirements

Sustained procurement

Incorporate supplier sustainability performance into procurement decisions to enhance suppliers' economic, environmental, and social sustainability performance

Value consideration

Obtain the most competitive products and services, taking into account the overall value of the supply chain

Diversified supply

Select at least two qualified suppliers for critical materials to ensure supply stability

Supply chain cooperation

Integrate supplier resources and capabilities to drive common progress across the value chain

Sino Biopharmaceutical implements hierarchical management of suppliers, considering factors such as procurement amount, material type, ESG risk, and substitutability. The Company conducts full lifecycle management through measures such as qualification confirmation, risk assessment, audit supervision, and performance evaluation at various stages of supplier selection, access, use, maintenance, evaluation, audit, and elimination.

Supplier access

Sino Biopharmaceutical adheres to a strict supplier access audit mechanism. The Company uses business qualifications, product quality standards, and supply stability as supplier access criteria. At the same time, we focus on suppliers' performance in quality management systems and ESG management levels, prioritizing suppliers certified by ISO series management systems. We continuously optimize the supplier audit and evaluation process to standardize supplier access management.

Sustainable supplier audits

Sino Biopharmaceutical formulated and strictly implemented rules and policies such as the Supplier Audit Management Rules and the *On-site Supplier Audit Management Procedures*. The Company set up requirements for audit frequency and method based on supplier categories, establishing dedicated teams to conduct comprehensive or thematic audits according to plan. These audits cover supplier qualifications, quality management, business ethics, labour and human rights, environmental protection, and other aspects, ensuring product quality and safety from the source and ensuring suppliers' ESG management complies with the *Code of Conduct*.

Supplier Audit Frequency and Requirements

Tier 1 suppliers (except suppliers for packaging materials)	At least once every 3 years on-site audit
Tier 1 suppliers for packaging materials	At least once every 5 years on-site audit
Other material suppliers	Once every 5 years by correspondence audit

Supplier Audit Dimensions

Company qualifications	Material management	Equipment and facilities	Quality control and assurance	Business continuity	Production management
Business ethics	Social responsibility management system	Environmental protection	Labour and human rights	Health and safety	……

In 2025, based on the annual supplier audit plan, the Company completed over 400 supplier audits. The overall completion rate of the audit plan exceeded 100%. For issues identified during audits, we provided suppliers with improvement guidance and continuously followed up on the progress of rectification.

Supplier Evaluation and Appraisal

The Company implements scientific assessments and effective incentives based on the execution of procurement business. High-quality suppliers are selected through various dimensions, such as annual supplier assessment and evaluation, large project assessment and evaluation, supplier ESG self-assessment, signing of the *Supplier Code of Conduct*, and mechanisms for handling abnormal supplier events, in order to improve supply chain efficiency and ensure the sustainable development of the Company's suppliers. The appraisal is conducted collaboratively by the procurement, production, quality assurance, EHS, and other related departments to ensure comprehensive and effective evaluation.

We formulate targeted measures based on the appraisal results. For high-quality suppliers, we implement incentive policies to encourage their continued excellence. For suppliers with unqualified assessment results, we enhance their capabilities through training and rectification based on their specific management gaps. Punitive measures are taken for suppliers with unacceptable behaviour. These will ensure the sustainable and high-quality development of suppliers, providing the Company with high-quality products and more competitive prices.



Sustainable Procurement Management Practices

In 2025, Sino Biopharmaceutical's sustainable procurement management practices further upgraded, shifting from responsibility fulfilment by a single entity to collaborative and symbiotic development across the entire procurement supply chain. Meanwhile, Sino Biopharmaceutical is committed to fostering mutually trusting, synergistic partnerships to enhance overall sustainability. The Company, grounded in the *Supplier Code of Conduct*, regularly organizes training and workshops on anti-corruption, quality management, environmental protection, and other themes for suppliers. These efforts help suppliers foster sustainable management awareness and enhance the overall sustainability capacity of the supply chain.

Building Sustainable Procurement Management Capacity

During the year, the Company conducted specialised training for all members of the "Supplier ESG Working Group" and internal procurement personnel based on *PSCI Principles* and audit requirements. By the end of the reporting period, Sino Biopharmaceutical provided more than 100 hours of training to enhance the ESG capabilities of its supply chain.

Sustainable Procurement Risk Management

Sino Biopharmaceutical requires key suppliers to sign a commitment to adhere to the *Code of Conduct* and conduct ESG risk assessments based on the PSCI supplier self-assessment questionnaire, covering five modules: ESG management systems, business ethics, labour and human rights, environment, and health and safety. Based on the self-assessment results, Sino Biopharmaceutical conducts pilot audits for suppliers that may pose higher risks to gain a deeper understanding of their ESG management levels and implement sustainable procurement risk management.

Supplier Sustainable Risk Management Process

Adherence to sustainable principles

By the end of the reporting period, the dissemination rate of the *Code of Conduct and Grading Management Standards* among key suppliers was 100%. The signing rate of key suppliers for the *Code of Conduct* reached 100%, and the dissemination rate for key secondary suppliers was 88%.

Sustainable risk self-assessment

The Company conducted ESG management self-assessments for over 40 key suppliers of its major member companies, achieving a supplier pass rate of 97% and a 100% rate of improvement plan formulation.

On-site audits and confirmation

Identify key management deficiencies and assist suppliers in developing improvement plans.

Continuous improvement

Monitor and follow up on the implementation of suppliers' improvement plans.

Provide training and support to suppliers.

In 2025, the Company's supplier ESG self-assessment identified key supply chain risks primarily in the areas of business ethics and environment, health, and safety (EHS). For the identified issues, we optimized internal management, urged, and supported suppliers in developing corrective plans, and monitored their rectification progress.

Supplier Business Ethics Risk Management

The Company has formulated a supplier anti-corruption policy and signed a *Supplier Integrity Agreement* with suppliers, explicitly prohibiting any form of bribery, kickbacks, illegal payments, and other corrupt practices. During the year, the signing rate of the Supplier Integrity Agreement was 100%. The Company conducts supplier anti-corruption audits from time to time. In the event of any violation, the Company will, depending on the severity, take various remedial measures, including internal announcements and blacklisting suppliers. During the year, the completion rate of the supplier anti-corruption audit plan was 100%.

We promoted and implemented the Company's *Code of Business Conduct and Anti-corruption Policy* to suppliers through various channels, strengthening suppliers' awareness of integrity and compliance and enhancing their integrity management capabilities.

During the year,

the signing rate of the *Supplier Integrity Agreement* was

100%

the completion rate of the supplier anti-corruption audit plan was

100%

Supplier EHS Risk Management

We entered into *Supplier Environmental, Health, and Safety (EHS) Agreement* with key suppliers, clearly outlining requirements for environmental protection and health and safety management in their production and operation processes, including but not limited to the improvement and implementation of management systems, EHS performance, and personnel dissemination and training.

During the supplier access and selection stages, we prioritize suppliers who obtained environmental management system certification (ISO14001) and occupational health and safety management system certification (ISO45001), encouraging suppliers to actively strengthen their EHS management systems.

2025

Number of raw and auxiliary material suppliers with Environmental Management System Certification

161

Number of raw and auxiliary material suppliers certified with Occupational Health and Safety Management System Certification

94

Proportion of raw and auxiliary material suppliers with Environmental Management System Certification

27%

Proportion of raw and auxiliary material suppliers certified with Occupational Health and Safety Management System Certification

16%

Supplier ESG Empowerment

Sino Biopharmaceutical is committed to establishing mutually trusting and collaborative partnerships to enhance overall sustainability. Based on the *Supplier Code of Conduct*, the Company regularly organizes training sessions and seminars for suppliers on topics such as anti-corruption, quality management, and environmental protection, assisting suppliers in building sustainable management awareness and enhancing the overall sustainability of the supply chain.



Tranquil Torrent by Li Chen, Lianyungang Research Institute, CT Tianqing

GREEN DEVELOPMENT

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Special Report

Implementation Progress of Phase I Carbon Neutrality Action Plan

As a Chinese pharmaceutical company deeply engaged in the health sector, driving the green transition is not only a strategic choice that aligns with the global sustainability trend and proactively addresses climate risks and opportunities, but also a natural extension of our commitment to safeguarding life. Guided by green and low-carbon principles, we optimize production and operations, upgrade technologies and processes, and reduce ecological burdens and impacts to protect the natural environment upon which humanity depends.

Science for a Healthier World

Sino Biopharmaceutical Carbon Neutrality Roadmap

Our Actions

- Promote the electrification of the energy structure
- Use green electricity to replace coal-fired power
- Continuously expand self-built coverage of renewable energy projects such as solar photovoltaics
- Adopt renewable or reusable packaging materials
- Encourage employees to use low-carbon commuting and travel methods
- Develop and introduce energy efficiency improvement technologies to reduce production energy consumption
- Implement low-carbon and green logistics and transportation
- Replace passenger vehicles with low-carbon emission vehicles

Our Goals

2024

Fully launch carbon neutrality actions

Control total energy consumption and reduce carbon emission intensity alongside business expansion to achieve peak carbon emissions

2030

Achieve peak carbon emissions for the entire Group

CT Tianqing Jiangning Plant and Beijing Tide as pilot companies will achieve peak carbon emissions by 2028, laying the foundation for the Company's carbon neutrality efforts.

2050

Achieve carbon neutrality for pilot companies and key products

Continue to promote Scope 1 and Scope 2 carbon reduction measures with the goal of Group-wide carbon neutrality

2055

Achieve carbon neutrality for the entire Group

With the goal of achieving carbon neutrality for the entire group, promote the application of carbon reduction measures in Scope 1 and Scope 2

2060

Achieve carbon neutrality across the entire industry chain

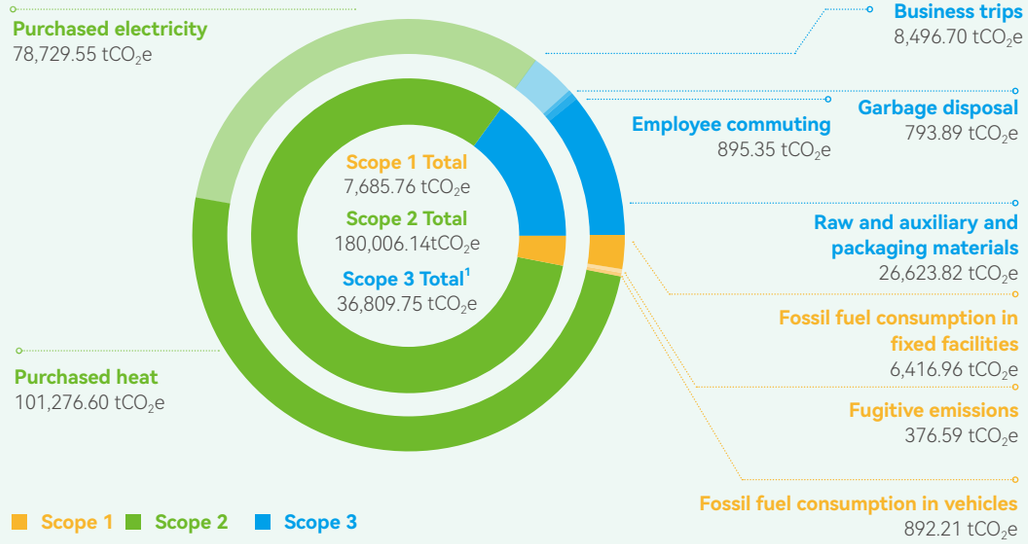
Deepen the results of Scope 1 and Scope 2 carbon reduction and fully promote Scope 3 carbon reduction

Special Report
Implementation Progress of Phase I Carbon Neutrality Action Plan

We attach great importance to climate change as a global risk, actively advancing the development of an environmentally friendly enterprise and responding to climate change, demonstrating our unwavering ambition and sense of responsibility as a leader in the industry. In 2025, we took the lead in formulating and issuing the "Sino Biopharmaceutical Carbon Neutrality Goals Roadmap" in China's pharmaceutical industry, aiming to provide clear guidance for low-carbon transition practices and contribute to the comprehensive achievement of the national dual-carbon goals and proactive response to climate change risks.

During the reporting period, the Company further developed the "Sino Biopharmaceutical Carbon Neutrality Action Framework" outlining a four-phase overall framework for achieving carbon neutrality, ensuring goal focus and implementation in the short, medium and long term. Meanwhile, the Company formulated the "Phase I Carbon Neutrality Action Plan" focusing on five core areas: improving carbon neutrality management mechanisms, optimizing energy structures, energy-saving and carbon reduction in production and operations, low-carbon supply chain development, and fostering a low-carbon culture, providing guidance for member companies in their carbon neutrality efforts.

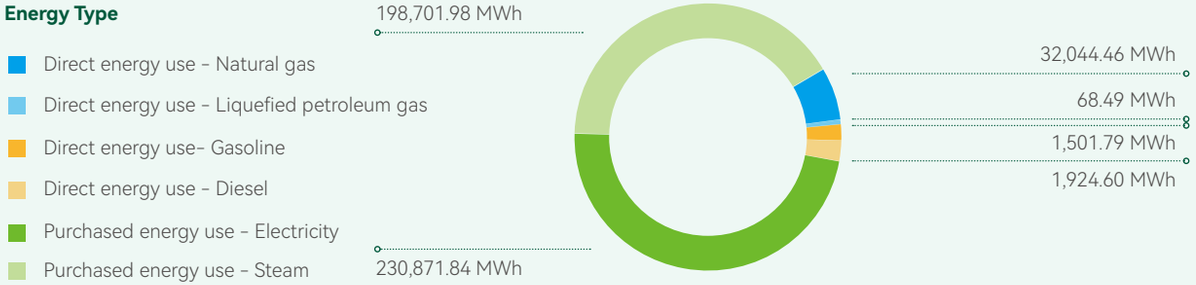
2025 Sino Biopharmaceutical GHG emission types



[1]Due to data availability constraints, Scope 3 GHG emissions in this report only cover those generated from: business trips, employee commuting, garbage disposal, and raw and auxiliary and packaging material consumption.

Phase 1 (2025-2030)	Phase 2 (2031-2050)	Phase 3 (2051-2055)	Phase 4 (2056-2060)
Foundation consolidation and carbon peak stage	Carbon neutrality phase for pilot entities	Carbon neutrality phase for the Company	Carbon neutrality phase for the entire industry chain
By 2028, pilot entities will achieve carbon peaking; and by 2030, the entire company will achieve carbon peaking	By 2050, pilot entities will achieve carbon neutrality (progressively advanced through four five-year cycles)	By 2055, the entire company will achieve carbon neutrality	By 2060, the entire upstream and downstream industry chain will jointly achieve carbon neutrality

2025 Sino Biopharmaceutical major energy consumption types



2025

The total GHG emissions decreased by **9.9%** compared to the previous year

The GHG emission intensity decreased by **18.3%** compared to the previous year

The total energy consumption decreased by **3.9%** compared to the previous year

The energy consumption intensity decreased by **12.8%** compared to the previous year

Progress in Carbon Neutrality Actions

Improvement of Carbon Neutrality Management Mechanism

In 2025, Sino Biopharmaceutical further improved its carbon neutrality management mechanism, aiming to effectively promote and supervise the implementation of various carbon neutrality action tasks.

The Company has established a Climate Subcommittee under the ESG Management Committee to oversee and advance climate and low-carbon initiatives. Each member company of the Company has integrated climate risk management and energy-saving carbon reduction functions into its existing ESG governance framework, and has established dedicated carbon reduction task forces to implement carbon neutrality action tasks.

For more details on the responsibilities of the Climate Subcommittee, please refer to the "Climate Change Governance" section in the "Climate Change Response" chapter of this report.

Energy Structure Optimisation

Sino Biopharmaceutical continuously promotes the optimisation of energy structure, actively exploring and expanding the application of renewable energy.

Multiple member companies of the Company have progressively advanced renewable energy projects such as photovoltaic power generation, achieving significant results. By 2025, three plants of CT Tianqing, Beijing Tide, Chia Tai Fenghai, and Chia Tai Qingjiang have all established photovoltaic power generation systems and put them into use.

The Company actively promotes the replacement of traditional thermal power with green electricity. As a carbon neutrality pilot unit, Beijing Tide, a member company of the Company, has vigorously promoted the use of green electricity, purchasing 2.943 million kWh in 2025, resulting in a reduction of over 1,600 tons of GHG emissions.

Total renewable energy usage in 2025
54,464,080 kWh

GHG emissions reduced through renewable energy
28,898.64 tons CO_2e

Increase in renewable energy usage compared to 2024
513.77%



Silhouettes Against the Gilded Tide by Tong Xue, Strategic Development Department, CT Tianqing

Energy Conservation and Carbon Reduction in Production Operations

Sino Biopharmaceutical actively engages in energy management and practices for energy conservation and carbon reduction. Each member company has established a dedicated energy management department to provide guide and develop energy management policies, goals, and procedures. Energy management specialists are also appointed in various stages such as production and R&D to promote the implementation of energy-saving initiatives. Additionally, the Company regularly monitors the progress of energy management goals and has established incentive and penalty mechanisms to motivate staff in energy conservation efforts.

In 2025, member companies of the Company actively carried out energy-saving and emission-reduction initiatives, implementing various projects to enhance energy efficiency and optimize energy use management in equipment and facilities. During the reporting period, the Company's total energy consumption decreased by 3.9% compared to the previous year, and energy consumption density decreased by 12.8% year-on-year.

Member Companies	Energy-saving Projects	2025 Energy Savings
CT Tianqing	Adoption of heat pipe recovery technology for heat recycling	1918 MWh
CT Tianqing	Implementation of cloud intelligent control technology for automatic start-stop of air compressors	478 MWh
CT Tianqing	Continuous energy-saving retrofitting of cooling tower steam system	836 MWh
Beijing Tide	Connecting workshop process chiller circulation piping to utility cold water piping	110 MWh
Beijing Tide	Adjustment of air conditioning system operating parameters during Autumn-Winter transition period	177 MWh
NJCTT	Centralized scheduling and phased production energy management optimisation	1635 MWh
NJCTT	R&D zone cooling supply regulation optimisation	110 MWh
Chia Tai Fenghai	Parallel operation of compressed air systems	220 MWh
Chia Tai Fenghai	Condenser cleaning for refrigeration units to enhance heat exchange efficiency	280 MWh

Low-Carbon Supply Chain Development

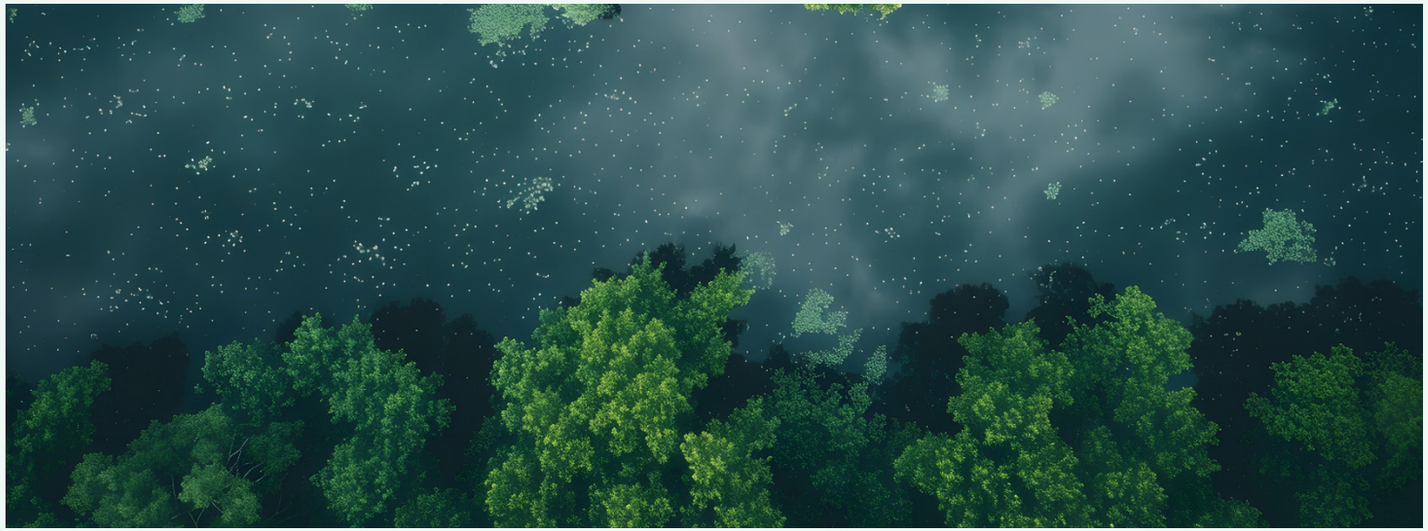
Sino Biopharmaceutical continues to strengthen low-carbon management in its supply chain, guiding and enhancing the low-carbon awareness and carbon reduction capabilities of its suppliers. The Company consistently promotes low-carbon principles among all Tier 1 and Tier 2 key suppliers while communicating its carbon neutrality goals.

By 2025, the Company's procurement centre engaged in deep collaboration with packaging material suppliers on technological innovation, focusing on low-carbon material selection, biodegradable medical packaging introduction, and other areas to maximize emission reduction potential. It established a comprehensive green procurement list, prioritized eco-friendly, low-carbon, and compliant products and services, and developed more economical and sustainable packaging optimisation solutions. Among these initiatives, the pilot packaging reduction project can achieve a 15% reduction in white cardboard material consumption.

Low-Carbon Culture Development

Sino Biopharmaceutical fosters a company-wide low-carbon culture, committed to raising awareness of energy conservation and emission reduction, and creating a green, low-carbon corporate culture that aligns knowledge with action.

In 2025, the Company organized the "Sino Biopharmaceutical ESG Day" event, with "low-carbon and environmental protection" as one of its key themes. The event covered multiple key member companies, employing diverse formats such as science popularisation lectures and model displays to enhance employees' understanding of the Company's carbon neutrality goals and energy-saving, emission-reduction practices, thereby elevating overall green and low-carbon awareness. Meanwhile, leveraging the ESG Day event, the Company has launched the recruitment of the first cohort of volunteers for the "Low-Carbon Business Trip Initiative". Scheduled to officially launch in 2026, this initiative aims to encourage employees to prioritize high-speed railway over air travel, embodying the principles of energy conservation and carbon reduction through practical actions.



Climate Change Response



Steed and Pine Forest by the Blue Lake by Liu Qiang, Cornerstone Product Division - Western Region C | CT Tianqing

Our principles and objectives

Sino Biopharmaceutical actively responds to global climate governance efforts, focusing on strengthening climate adaptation capabilities throughout its lifecycle operations and upstream-downstream value chains. We are committed to addressing climate change through scientific and pragmatic actions, supporting industry transformation and the achievement of sustainable development goals.

At 2025 COP30 in Belém, Brazil, the multilateral consensus on climate cooperation has been extended, with continued efforts to expand climate finance, promote a just energy transition, and build climate resilience across the entire value chain. Enhancing climate resilience has already become an irreversible trend of our times.

Climate Change Governance

Sino Biopharmaceutical continuously improves its internal climate change governance mechanisms to enhance the effectiveness and scientific basis of climate-related decision-making. We integrated climate-related work into our ESG governance framework, issuing and continually refining our Climate Change Policy. We also established the Company's overall risk assessment framework by referring to the Enterprise Risk Management—Integrated Framework, incorporating the identification of climate-related risks into the comprehensive risk assessment process.



The Board

Bear the highest responsibility for the Company's matters related to climate change response.

ESG Committee

Under the authorisation of the Board

- Formulate/review climate strategies and supervise the effectiveness of climate management;
- Approve and review climate related targets and implementation plans, supervise and guide the implementation of climate-related work within the Company, and monitor the achievement of the targets;
- Determine and manage the budget, resources, and investments used to identify, mitigate, and monitor climate-related issues.

Climate Risk and Opportunity Management Subcommittee

The subcommittee consists of 10 full-time members from areas within the Company affected by climate risks and opportunities, responsible for comprehensively leading and managing the Company's climate-related work, including:

- Establishing a reporting mechanism for climate issues, regularly discussing climate change-related matters, and monitoring climate risks;
- Setting climate-related targets and formulating work plans, organizing the implementation of climate response work, and tracking the achievement of related work;
- Evaluating, managing, and monitoring climate-related issues to provide comprehensive analysis and recommendations for the Board and the ESG Committee.

ESG Department, Member Companies

Organize functional departments and business lines to identify climate-related risks and opportunities, and are responsible for coordinating the Company's daily climate risk management and execution work.

Establish a Climate Subcommittee

In 2025, to further strengthen climate governance, we integrated our carbon neutrality plan to enhance the alignment of climate governance with the Company's strategy. We established the Climate Risk and Opportunity Management Subcommittee under the ESG Work Management Committee and issued the *Charter of Sino Biopharmaceutical Climate Risk and Opportunity Management Subcommittee*, clarifying responsibilities, fostering systemic consensus, and creating a cross-departmental collaboration mechanism. The Subcommittee shall coordinate the identification, assessment, management, and disclosure of climate risks, providing professional support for Board decision-makings and systematically enhancing climate resilience and response capabilities.

During the year, the Subcommittee discussed climate strategies, participated in evaluating the impact of climate-related factors on the Company's risks and opportunities, reviewed the effectiveness of response measures, and reported to the ESG Committee.

To ensure the effective implementation of each measure, We incorporated both qualitative and quantitative climate-related indicators into the remuneration assessment system at all levels, using incentive mechanisms to recognize contributions to the Company's climate change response.

Topic	Senior Management	Functional Department Employees
Climate Change	Senior management performance is evaluated based on key annual financial and operational indicators, combined with long-term sustainability goals (climate change: reduce GHG emissions per million RMB of revenue by 25% by 2025 compared to 2021; achieve carbon peaking across the entire group by 2030 and carbon neutrality by 2055), with annual bonus allocation plans formulated accordingly.	Year-end performance bonus allocation coefficients are determined based on employees' contributions to the progress of carbon reduction and climate-specific initiatives.

Climate Strategy

Climate risks have multidimensional cumulative impacts on business and the value chain. Effectively assessing and managing these risks is crucial for ensuring operational resilience and the sustainability of global supply chains. We manage risks through operational units at various levels (headquarters, member companies, manufacturing sites, etc.), annually assessing the impact of climate change-related risks and opportunities on the Company's operations and value chain.

We place "mitigation" and "adaptation" at the core of our climate response strategy, and have developed climate strategies that cover both direct operational risks and systemic risks from upstream suppliers, logistics partners, and downstream customers. In formulating strategies, we prioritize operational optimisation and collaboration while addressing policy-driven transitions and climate-induced pressures on the external value chain.

Sino Biopharmaceutical emphasized the scientific and feasible nature of its climate management strategy. The Company used four scenarios, namely SSP1-2.6, NGFS Below 2° C, SSP5-8.5, and NGFS Current Policy Pathway, to conduct analysis and formulate targeted short-term (1-3 years), medium-term (3-5 years), and long-term strategies (over 5 years).

We referencing the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), with scenario analysis as basis, proactively identifies physical and transition risks and opportunities that may significantly affect the Company's business operations. Together with a comprehensive consideration of short-, medium-, and long-term climate risks, a more targeted climate response strategies are formulated.

Selection of scenario		Key Scenario Parameters Related to Operations
Low-emission scenarios with strict interventions from climate change policies where global warming is limited to 1.5° C-2° C. (IPCC SSP1-2.6, NGFS below 2° C pathway)	As climate-related policies have tightened, businesses are operating under more constraints from the external socio-economic environment and policies or opportunities arising from technological advances.	○ Countries are implementing increasingly stringent climate policies, leading to a significant surge in demand for carbon emission rights. By 2030, carbon prices may rise to $33 per ton, and by 2050, approximately $100 per ton. ○ As energy transition presents an increasing number of challenges, clean energy will account for the vast majority of total energy consumption and prices of industrial electricity and natural gas are projected to rise.
High-emission scenario without interventions from climate change policies where global warming will exceed 4° C by the end of the century. (IPCC SSP5-8.5, NGFS Current Policy Pathway)	The continued reliance on fossil fuels to drive economic growth will lead to a steady rise in GHG in the atmosphere and a significant increase in the physical risks posed by climate change.	○ The frequency and intensity of extreme weather conditions are expected to increase significantly. By 2050, losses from hurricanes and tropical cyclones may surge by more than 10%, while losses from flooding may spike by 44% in China. ○ By 2050, there is projected to be a substantial rise in the number of extreme heat days experienced annually.

To enhance the efficiency of managing climate change risks and opportunities and optimize resource allocation, Sino Biopharmaceutical, based on the Company's risk management system, evaluates risk priorities according to the possibility and extent of impact, with reference to the adaptability and resilience assessments, determines the priorities of relevant mitigation and response strategies.

Assessment Process for Climate Change Risks and Opportunities

Risk and opportunity identification

Analyse the Company's geographic regions, core businesses, and value chain information; collect domestic and international regulatory standards, frameworks, industry research data, and integrate climate change-related:

Transition risks	Physical risks	Opportunities
Policies and laws, market, technology, reputation	Acute, chronic	Technological development, resource efficiency, market, energy sources, etc.

Qualitative assessment and prioritisation

Prioritize risks and opportunities based on likelihood and impact, resilience, while considering policy factors, business continuity, strategic planning, existing control measures, etc.

Likelihood	Impact severity	Adaptability/Resilience
Frequency of occurrence Probability of occurrence	Financial loss, operational disruption, legal/regulatory penalties, staff attrition/health impairment	Risks requiring additional personnel, resources, and time to adapt/recover

Quantitative assessment of risks and opportunities

Evaluate the financial and non-financial impacts of climate risks under specific scenarios. Simultaneously, assess climate opportunities within company initiatives that may impact business operations and the external environment in the short, medium, and long term.

Develop response strategies

Based on the qualitative and quantitative assessment results of climate-related risks and opportunities, formulate and implement various response strategies, and integrate them into the company's overall business planning to enhance corporate climate resilience.

Current financial impact

During the year, we conducted a comprehensive assessment of climate-related risks and opportunities affecting financial condition, performance, and cash flows. Based on existing analysis, climate factors are not expected to cause significant adjustments to the carrying value of assets and liabilities in the next reporting period.

Expected financial impact[2]

The following provides detailed information regarding the priority climate change-related risks and opportunities identified by the Company, as well as their associated financial impacts and response strategies across the entire value chain, including upstream, downstream, and direct operations. The climate impact assessment parameters we have established are based on the currently available internal and public information. They measure the potential impact of each risk or opportunity on the Company's financial performance. The assessment results indicate that the Company's assets, business activities, or capital investment are not significantly affected by climate-related risks[3].

2.Expected financial impact is our assessment of how climate change-related entities and transition risks or opportunities will affect our business, strategies and financial performance over time based on existing scenario analysis tools, parameters and available historical data. It is not an accurate prediction of future financial performance.

3. If the percentage of expected revenue, costs, expenses or capital expenditures that are vulnerable to transformation opportunities to its total revenue or total costs is greater than 5%, it is considered a significant impact.



Waterfall by Wu Haomin, Intellectual Property Center, CT Tianqing

Risk/opportunity type	Potential impact on business model and value chain	Duration of impact	Scope of impact	Response strategy
Policy and legal	Laws and regulations related to carbon emissions, along with regulatory policies and requirements on carbon tax, mandatory carbon trading, information disclosure, etc., could heighten the Company's compliance risk, increasing operating costs associated with ensuring compliance.	Short-term	Upstream supply chain Corporate operations Downstream supply chain	Stay abreast of the latest climate-related regulations, assess the company's operations, products, and supply chain to understand potential risks and how they may impact the business; Establish robust data management for carbon emissions in operations and the value chain, as well as a routine management mechanism for information disclosure; Conduct targeted capacity-building initiatives on climate change for different management levels and functional units.
Technical	The technical upgrades to production processes for low-carbon operations and the introduction of energy-efficient equipment in response to policy requirements for a low-carbon transition could lead to higher capital expenditure or operating costs.	Mid-term	Corporate operations	Optimize business processes and strive to achieve refined management; Align with the company's development strategy, plan ahead for future equipment selection and energy solutions, and implement low-carbon operations and management; Reduce the use of non-renewable resources and energy in the design and manufacturing processes, and promote recycling and circular projects.
Market	Climate change-induced increases in the prices of pharmaceutical raw materials, logistics, or packaging materials could lead to higher production costs.	Mid-term	Upstream supply chain Corporate operations	Enhance collaborative innovation in low-carbon solutions and product development, deepen strategic partnerships, lock in price volatility risks, and stabilize procurement costs; Establish a multi-source supplier system to mitigate the impact of single-source pricing.
Reputational	Failure to meet stakeholders' expectations, including but not limited to inaction or delays in responding to climate change, as well as inadequate disclosure of information or inconsistent action regarding climate change, may result in reputational damage. This could impact the Company's earnings, institutional ratings, public credibility, and ultimately its long-term development.	Mid-term	Corporate operations	Strengthen communication with stakeholders and promptly gather their feedback on the company's climate change-related strategies; Publicly disclose the Company's progress related to climate change.
Acute physical risks	Extreme weather conditions, such as typhoons and extreme precipitation, may lead to localized production stoppages, supply chain disruptions, and other situations, resulting in reduced production capacity and impact revenue. They may trigger the loss of fixed/current assets, such as production equipment, plants, and raw materials, and lead to the increase in operating costs due to maintenance and insurance expenses, etc. It may also threaten the health and safety of employees.	Short-term	Upstream of the value chain Corporate operations Downstream of the value chain	Enhance risk management and emergency response capabilities, develop emergency evacuation plans and contingency measures, and prepare for extreme weather events; Reinforce and upgrade the resilience of buildings and equipment facilities to extreme weather Invest in climate-related property insurance Develop supply chain continuity plans and promote strategies such as "green procurement" and "multi-source supply"
Chronic physical risks	Rising average temperatures could lead to increased energy consumption required for temperature control, thereby raising operating costs. They could also increase employee subsidies and insurance expenses due to high temperatures.	Long-term	Corporate operations	Strengthen the energy management system, promote the low-carbon transformation of enterprises. For details, refer to the "Feature: Implementation Progress of Phase I Carbon Neutrality Action Plan" section
Emerging technologies	The rise of digitalisation and other emerging technologies presents an opportunity for the Company to enhance operational/R&D/production efficiencies, bolster market competitiveness, and decrease operating costs.	Short-term	Corporate operations	Actively explore the application of new technologies in the Company's production and operations to enhance the level of refined management.
Energy sources	Increasing the share of clean energy, improving the efficiency of energy use, and participating in the carbon trading market could enable us to reduce operating costs and mitigate carbon emission risks; Governments are progressively introducing green production policies, renewable energy initiatives, and incentives, providing businesses with cost-effective and convenient opportunities to adopt renewable energy.	Mid-term	Corporate operations	Actively explore transforming the company's energy mix by incorporating more renewable energy sources. Stay aligned with national low-carbon transition policies, actively participate in low-carbon projects and achievements reporting, and expand opportunities for financial support and the impact of environmental accomplishments.
Operational stability	In the process of enhancing climate resilience, the Company can not only strengthen its operational capabilities under varying external conditions and its ability to explore and apply new technologies but also bolster supply chain reliability, thereby improving supplier operational resilience.	Long-term	Upstream supply chain Corporate operations Downstream supply chain	Actively collaborate with the value chain to participate in climate change-related projects.

Climate Risk Management

We are committed to actively collaborating with internal and external stakeholders to minimize the impact of climate change risks. Based on the identification and assessment of climate change-related risks and opportunities, we have developed transition plans and implementation strategies centred around "mitigation" and "adaptation" approaches to effectively manage and control major climate risks.

In this section, we will highlight our key initiatives undertaken during the reporting period to enhance climate risk resilience. For specific actions taken to "mitigate" climate change, please refer to the "Feature: Implementation Progress of Phase I Carbon Neutrality Action Plan" section.

Infrastructure Management

When planning for new construction projects (including new and expanded bases), we employ rigorous climate adaptation standards for evaluation. We incorporate sustainable assessment criteria, such as extreme weather risk analysis, water pressure and energy efficiency assessments, and carbon emission policy requirements, into the risk assessment process for mergers and new acquisitions.

We have taken into account the adaptation to potential climate risks in the risk management of all our operating factories, including but not limited to building maintenance and insurance plans for extreme weather, emergency measures and evacuation plans, energy reserves.

Emergency Management

Prevention and emergency management of extreme weather events are key components of our climate risk adaptation strategy. By developing business continuity plans, we ensure the capability to respond to and execute crisis management during major incidents, including extreme weather events. We have deployed backup production facilities and reserve resources, including water, electricity, and steam, for critical products. Based on changes in production demands, we conduct sensitivity tests on major risk factors in key production workshops and implement targeted measures to ensure the effective execution of production plans. Additionally, we conduct emergency drills annually to verify the reliability of our emergency mechanisms.

Capacity Building

Employee engagement is key to achieving our emission reduction goals and implementing climate change adaptation plans. We maintain communication and exchanges with external experts. Every year, we provide training for the board of directors and management through project cooperation, knowledge sharing, and special topic meetings. We also conduct climate-themed training for climate-related functional departments and general climate training for all staff to ensure that relevant personnel possess the necessary professional knowledge and management capabilities.

Climate-Themed Training Series

To strengthen the professional capacity building for climate governance, we organized a "Specialised Training on Climate Governance" for members of the Climate Subcommittee. The training shared the latest climate compliance requirements and developments from regulatory bodies to help committee members accurately grasp climate risks and opportunities.

For functional departments, we organized training sessions at various production bases on topics such as climate risk identification and assessment, extreme weather response, and low-carbon transition. The training participants also exchanged and shared insights on relevant policy requirements and trends, best practices in carbon reduction, water conservation, waste reduction, successful experiences and challenges faced in photovoltaic power generation projects.





Environmental Protection

Our principles and objectives

We take concrete actions to promote harmonious coexistence between industry and nature, using green development to create enduring and warm health value for patients, society, and the future.

Honors and recognition

CT Tianqing
NJCTT
Chia Tai Qingjiang

National Green Factory

CT Tianqing Nanjing Shunxin Pharmaceutical Co., Ltd.
Chia Tai Fenghai

Jiangsu Provincial Green Factor

Total environmental protection investment

8,008.40 RMB0'000

Coverage rate of ISO 14001 certification for member companies

71%

Environmental Management System

Management Structure

A robust and business-integrated environmental management system is an indispensable component of the Company's sustainable development strategy, helping us continuously enhance environmental compliance and reduce the operational impact on the environment to achieve overarching environmental goals.

Our environmental management structure is built upon the ESG management system. During the year, we further upgraded the management structure by integrating climate and carbon management systems to ensure rational resource allocation. For more information on the environmental management framework, please refer to *the Sino Biopharmaceutical Environmental, Occupational Health and Safety (EHS) Management Policy*.

The Company has included environmental management performance in the performance appraisal of senior executives at both the Company and its member companies as an important indicator, influencing the proportion of annual performance bonus awarded to management. For energy management personnel, we have established a performance-based reward and penalty mechanism to incentivize the effective implementation of energy efficiency management goals.

Meanwhile, management at the headquarters and member companies, along with the ESG working teams, EHS and equipment departments, and other relevant environmental management personnel participated in specialised training, knowledge contests, and environmental drills on topics such as energy and water conservation, in accordance with functional requirements. They were also assessed to ensure their professional expertise and management capabilities effectively meet our environmental management needs.

Specialised Training on Water Conservation

During the reporting period, Sino Biopharmaceutical established a systematic specialised training plan and incentive mechanism for employees on water conservation. During the "Water Conservation Awareness Week," the Company enhanced employees' water-saving awareness through promotional videos, posters, online training, and other methods, encouraging active participation in water conservation initiatives.

Specialised Training on Energy Efficiency

During the reporting period, Sino Biopharmaceutical continued to conduct various energy efficiency training programs. The training covered multiple aspects, including regulations and policies, equipment energy efficiency management, energy usage standards, energy efficiency monitoring, and the application of energy-saving technologies. Additionally, energy knowledge contests and training assessments were organized to evaluate training outcomes and motivate frontline employees to continuously improve their professional skills.

Total hours of environmental protection training for employees

10,298.00 hours

Average time of environmental protection training per employee

0.53 hours

System Certification

Sino Biopharmaceutical has established the *Sino Biopharmaceutical Environmental, Occupational Health and Safety (EHS) Management Policy* applicable to itself, supply chains, and other partners, clarifying environmental management objectives and guiding principles. During the year, Sino Biopharmaceutical has further advanced the development of its environmental management system. Drawing on the international environmental management system standard ISO 14001, the Company established a robust and efficient system to achieve unified and standardized management of all member companies, ensuring the effective fulfilment of our environmental management objectives and commitments.

In 2025, 5 of the Company's 7 major factories obtained ISO14001 certification, and the coverage rate of ISO14001 certification reached 71%.

Coverage rate of ISO14001 certification

71%



Two member companies were selected as national and provincial green factories

The Ministry of Industry and Information Technology of China and the Industry and Information Technology Department of Jiangsu released *the 2025 Shortlist of Green Factories and Green Industrial Parks*. Sino Biopharmaceutical's subsidiaries, Chia Tai Qingjiang and Chia Tai Tianqing Pharmaceutical Group Nanjing Shunxin Pharmaceutical Co., Ltd., were successfully selected as national and provincial green factories, respectively, due to their integrated practices in refined management, intelligent production, and low-carbon operations.

We are committed to incorporating green design principles from the R&D stage throughout the entire product lifecycle, to achieve substantial reductions in pollutant emissions and the intensive utilisation of resources, thereby contributing through concrete actions to the realisation of the "Dual Carbon" strategy. By the end of the reporting period, three member companies of Sino Biopharmaceutical had been selected as national green factories, and two as provincial green factories.







Taking the lead in the Company's initiative on "Energy Conservation, Fine Management, and Green Transformation", spanning everything from technical implementation to cross-departmental collaboration, green development is not just a slogan but a hands-on practice in the process of equipment optimisation, energy management, and daily operations. Every energy-saving upgrade and each refined control measure represents a proactive response to the "Dual Carbon" goals. We are committed to leveraging our expertise to continuously pursue these dual carbon goals, making green the fundamental foundation of our corporate development.

——Feng Xu, Equipment Engineering Centre, CT Tianqing

Environmental Compliance Audits

The Company conducts at least one internal environmental compliance audit at all its production bases annually to ensure that environmental risks are effectively managed and controlled. The scope of these audits includes, but is not limited to, legal compliance, the effectiveness of environmental management policy implementation, and the reliability of risk management measures. We also undergo external inspections and audits from time to time. In accordance with ISO 14001 standards, external audits are conducted at least once every three years. For issues or potential risks identified during routine operations or audits, we require the audited entities to immediately implement corrective and preventive measures, and to conduct comprehensive follow-ups to ensure that identified issues are rectified and closed out, and that environmental management undergoes continuous improvement.

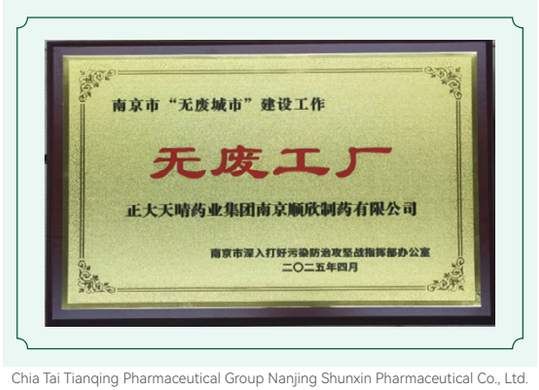
Key Areas of Environmental Audits

- Wastewater and water resource management
- Emissions management
- Solid waste storage and disposal
- Soil/ groundwater protection
- Energy and carbon emissions management
- General environmental management

Sino Biopharmaceutical also actively communicates with internal and external stakeholders on environmental issues annually, including but not limited to regulatory inspections and on-site research, industry exchanges, supplier training and collaboration.

Pollution Prevention and Control

Sino Biopharmaceutical is committed to continuously reducing the emission intensity of pollutants while ensuring all emission activities meet compliance requirements, thereby mitigating potential environmental impacts. In 2025, we formulated a detailed waste management plan and actively adopted a series of advanced management measures and technologies to continuously reduce the generation of pollutants. Additionally, we regularly engage qualified third-party testing organisations to monitor pollution, disclose environmental monitoring information as required, and undergo reviews by regulatory authorities and public supervision to ensure compliant emissions.



Chia Tai Tianqing Pharmaceutical Group Nanjing Shunxin Pharmaceutical Co., Ltd. awarded "Zero-waste Factory" in Nanjing

Pollutant Management Strategy of Sino Biopharmaceutical

Target setting

Establish scientific quantitative targets, and incorporate core pollutant reduction indicators into the overall environmental management plan;

Integrate the indicators into the performance management mechanism, and regularly track, evaluate, and review target progress.

Source reduction

Adhere to scientific production planning and refined production scheduling;

Continuously advance the optimisation of treatment facilities, the iteration of production technologies, and the upgrading of green processes.

Recycling and reuse

Explore and advance resource recycling projects to improve the resource recycling rate;

Prioritize waste disposal suppliers with sustainable treatment capabilities.

Risk prevention

Systematically identify potential risks of emission non-compliance, and establish a risk inventory and a tiered control mechanism;

Strengthen the monitoring and maintenance of environmental protection facility operation risks.

Scientific monitoring

Build a pollutant monitoring system covering key monitoring points, and implement normalized and standardised monitoring;

Conduct analysis and improvement based on monitoring data.

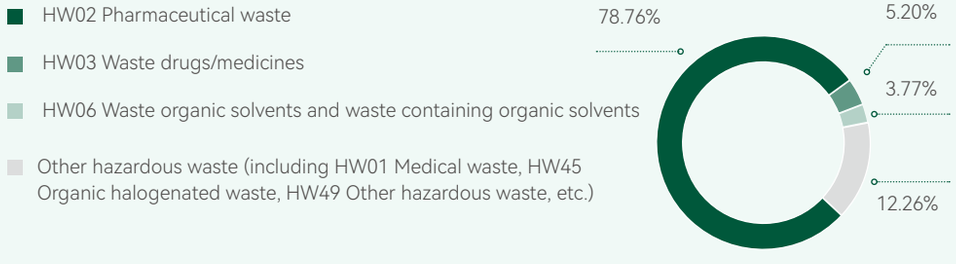


Hazardous Waste

Hazardous waste generated by the Company primarily originates from R&D and production activities, including medical waste, pharmaceutical waste, waste organic solvents, and waste drugs/medicines. We strictly comply with the regulations and internal procedures of our operating locations to label, store, isolate, and register hazardous waste, fulfilling the strict requirements for the purification of biological hazardous waste before final disposal. We manage and maintain the temporary hazardous waste storage rooms at our production bases as required to prevent negative environmental impacts caused by accidental leakage of liquid hazardous waste. We regularly conduct training on hazardous waste disposal to enhance the hazardous waste disposal capabilities of responsible personnel, ensuring compliant disposal of hazardous waste.

This year, all hazardous waste of Sino Biopharmaceutical is handed over to qualified third parties for compliant disposal, and the hazardous waste emission intensity was 0.31 tonnes per million RMB of revenue.

Main types and proportions of hazardous waste generated



We are committed to promoting the reduction and harmless treatment of hazardous waste, setting quantitative targets for hazardous waste reduction, and formulating corresponding reduction plans and implementation initiatives:

- Equipment/process optimisation to improve product yield and reduce the amount of non-conforming intermediate products or products pending packaging
- Implementing phased production to reduce the generation of disposable protective equipment waste
- Effective management of material inventory to avoid expiration and disposal of materials
- Collecting and recycling packaging materials during the production process for secondary use as daily waste containers

Organic Waste Liquid Recycling

Organic waste liquids generated during pharmaceutical production have complex compositions, and their disposal is cumbersome and costly. In 2025, the CT Tianqing Runzhong plant in Lingang tapped into the surplus treatment capacity of its existing wastewater treatment facilities to convert organic waste liquids into recyclable carbon sources through specialised processes, building a closed-loop treatment system that combines hazardous waste reduction with resource recovery. As of the end of the reporting period, the project has cumulatively reduced organic waste liquid disposal by 313.5 tonnes.

The project has cumulatively reduced organic waste liquid disposal by

313.5 tonnes.



Mirror of Twilight: Moon Pond by Zhang Shiwen, Strategic Development Department, CT Tianqing

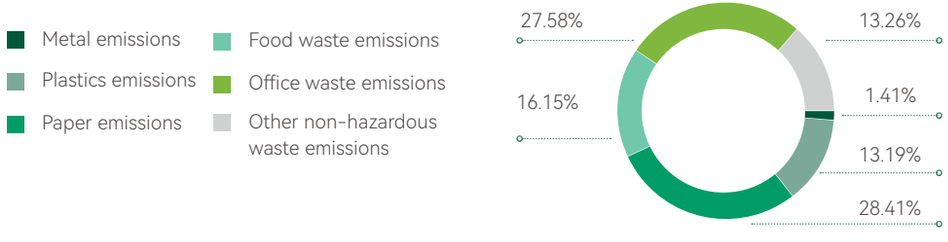
Non-hazardous Waste

Our non-hazardous waste primarily consists of metals, plastics, paper, food waste, and office waste. Before being transferred to the garbage collection station for centralized collection and disposal by the local environmental sanitation department, the responsible department will uniformly collect and temporarily store the waste in designated locations to prevent potential soil pollution.

In 2025, given their production and operation conditions, member companies continued to reduce non-hazardous waste generation to help us attain sustainable development, including:



Main types and proportions of non-hazardous waste generated



In 2025, the non-hazardous waste generated by Sino Biopharmaceutical was 0.08 tonnes/million RMB of revenue, representing an 20% decrease compared to the previous year.

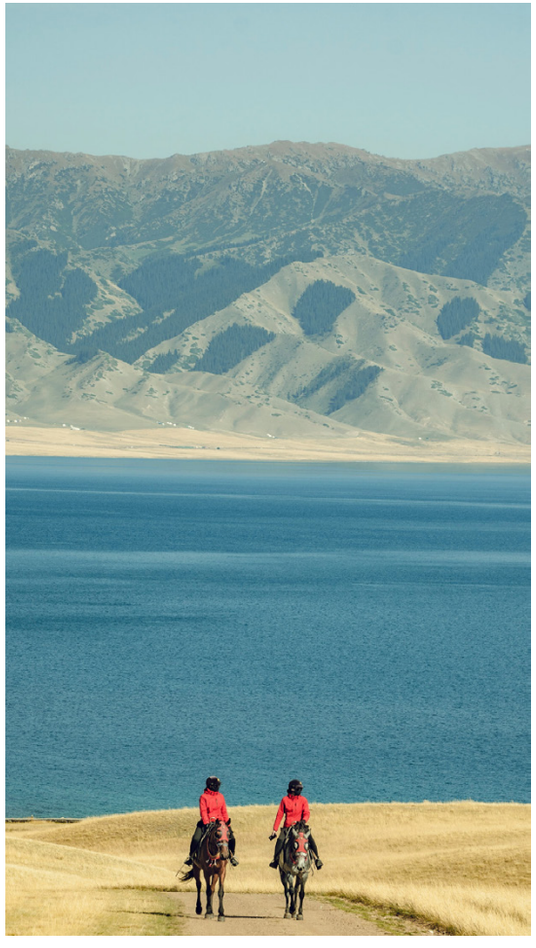
Wastewater Management

Wastewater generated by Sino Biopharmaceutical primarily includes domestic sewage, R&D and production wastewater, and circulating cooling system drainage. We strictly comply with the *Water Pollution Prevention Law of the People's Republic of China* and other relevant laws and regulations. We have formulated and implemented relevant documents such as the *Water Pollution Prevention and Control Management Procedures and the Rules on Operation and Management of Wastewater Treatment Facilities* to regulate wastewater treatment and discharge requirements, while continuously increasing the reuse ratio to reduce wastewater discharge.

All member companies have established wastewater treatment stations and continuously improved the equipment and facilities within these stations. The main treatment processes include environmental pre-treatment, aerobic and anaerobic treatment, and sedimentation. Key water quality monitoring parameters include COD, ammonia nitrogen, and pH. Member companies have also set up online real-time monitoring and alarming systems to ensure that wastewater discharged into the municipal pipeline network meets the required standards after treatment.

Special project for the expansion and upgrading of the wastewater station

To overcome the challenge of insufficient wastewater treatment capacity, Shunxin Pharmaceutical, CT Tianqing initiated the upgrading and expansion of its production wastewater treatment station in 2025. While achieving enhanced stability in wastewater treatment, significant reduction in sludge, and a 90% decrease in COD emissions at the main discharge outlet, the annual wastewater treatment maintenance costs were reduced by over 30%, achieving a dual breakthrough in "efficiency improvement" and "cost reduction".



Autumn in Xinjiang by Xu Changchang, Runzhong Production Base, CT Tianqing

Resource Utilisation Management

Sino Biopharmaceutical is committed to protecting resource sustainability through responsible operational practices. We continuously explore efficient and circular ways to utilize water resources, packaging materials, etc., to reduce resource consumption and achieve responsible production and resource disposal.

Water Utilisation Management

Water used by Sino Biopharmaceutical in its operations primarily comes from the municipal water supply network, with a small amount of water for landscaping and road cleaning coming from rainwater harvesting. Water consumption is mainly concentrated in industrial cooling water, washing, and cleaning water used in R&D and production processes. During project site selection, construction, and operation, we conduct stress and risk assessments of local water resources based on operational needs. Based on the assessment outcomes, we formulate targeted management plans for different operational bases and make necessary investments to mitigate water usage risks and improve water efficiency. In daily operations, member companies of the Company have developed relevant policies for water management, established water conservation management teams, exercised control over total water consumption, allocated water consumption plans across different departments and workshops, and implemented rewards and penalties according to the attainment of these plans.

In 2025, member companies introduced a number of water conservation initiatives such as technical upgrades to water-using equipment, process optimisation, and recycling, resulting in an 11% reduction in water intensity compared to the previous year.

Resulting in an **11%** reduction in water intensity compared to the previous year

Two major water conservation projects of CT Tianqing passed acceptance

In 2025, CT Tianqing's steam condensate recovery and reuse project and the RO concentrated water recovery and reuse project were both completed and passed the acceptance inspection by the Lianyungang Water Resources Bureau. The projects can save 131,500 tonnes of water annually and received over RMB600,000 in bonuses from the Lianyungang Water Resources Bureau and the Jiangsu Provincial Department of Water Resources.

Use of Packaging Materials

As a special commodity related to public health, the design and use of pharmaceutical packaging materials must meet safety regulatory requirements and cannot be recycled solely based on the principle of environmental reduction. On the premise of meeting drug safety regulatory requirements, Sino Biopharmaceutical is committed to reducing resource wastage at source and actively promoting reduced packaging solutions. We collaborate with suppliers and adopt various measures such as optimizing packaging design, prioritizing the use of eco-friendly packaging materials, and increasing the reuse rate of packaging materials to reduce consumption, lessen environmental impact, and improve economic efficiency.

The percentage decrease in 2025 packaging materials consumption per RMB million of revenue compared to 2024

13%

Total packaging materials recycled

62.01 tonnes



A Pact with the Waves by Yu Zhenggang, Brand Management Department, CT Tianqing

Biodiversity Conservation

Sino Biopharmaceutical attaches great importance to biodiversity conservation, strictly complying with relevant laws, regulations, and principles such as the *Forest Law of the People's Republic of China,* the *Regulations on Returning Cultivated Land to Forests,* and the *UN's Convention on Biological Diversity* (CBD), practising biodiversity conservation. We also cooperate with our supply chain and other related parties to avoid and minimise the impact of our operations on biodiversity, resisting improper commercial behaviour that causes damage to the ecological environment such as forests, water bodies, and land. If operations are conducted in areas close to critical biodiversity, mitigation measures must be taken to avoid, minimize, restore, and offset damage to ecosystems.

We incorporate relevant risks such as "loss of biodiversity and degradation of ecosystems" and "available natural resources" into our risk management system, conducting at least one biodiversity risk assessment annually.

Biodiversity risk assessment process

1. Review the full value chain of corporate operations and upstream/downstream activities, focusing on core links such as production operations, supply chain procurement, and waste disposal.
2. Analyse the dependence of corporate operations on the ecological environment, assess the degree of reliance on ecosystems such as water resources and vegetation, and simultaneously evaluate the potential impacts of operational and upstream/downstream supplier activities on biodiversity to establish a risk inventory.
3. Categorise risk levels and devise targeted preventive and monitoring measures.

As of the end of the reporting period, none of our operating areas involved operations close to critical biodiversity areas. During project construction and operation, we will continue to draw on the biodiversity conservation practices of the pharmaceutical industry, strengthen dynamic monitoring, control ecological damage risks, and earnestly fulfil our corporate biodiversity conservation responsibilities.



A Boat in the Floral Ravine by Zhang Mengjiao, Cornerstone Product Division – Western Region C, CT Tianqing



CORPORATE RESPONSIBILITY

Inclusive Health	52
Product Responsibility	63
Responsible Employer	70
Social Contribution	85



Inclusive Health

Our principles and objectives

For Sino Biopharmaceutical, innovative R&D is not only the core engine for navigating industry cycles and achieving high-quality development, but also the mission and responsibility of safeguarding lives and practising our original corporate aspiration. We are deeply engaged in drug R&D to overcome unmet clinical needs, break through international technical barriers, and ensure that more high-quality and new drugs benefit patients. Every technological breakthrough and every new drug launched carries our reverence and care for life, building long-term competitiveness for the enterprise while bringing health and hope to thousands of families, using health technology to warm more lives.

Honors and recognition

2nd in China and 15th globally in R&D pipeline scale

Citeline

Sino Biopharmaceutical

3rd in the Top 100 PRC Pharmaceutical Innovation Enterprises Ranking

Healthcare Executive

Sino Biopharmaceutical

Top 3 in China's Pharmaceutical Innovation

China Pharmaceutical Innovation and Investment Index (China PIII)

Sino Biopharmaceutical

Top 3 in China's Top 100 Comprehensive Strength Ranking of Pharmaceutical R&D

Organising Committee for PDI Pharmaceutical R&D Innovation Conference

CT Tianqing

R&D expenses

5,866 RMB million

R&D expenses as a proportion of revenue

18.4%

R&D expenses growth

15.3%

Number of innovative products approved for marketing

4

Cumulative number of patients benefited by products

170 million persons

Innovative R&D

Innovation Strategy and Layout

Sino Biopharmaceutical takes innovation-driven development as its strategic direction, continuously expanding its R&D vision based in China and facing the world. In 2025, anchoring on four core strategies: organisational integration, comprehensive innovation, internationalisation, and digitisation, Sino Biopharmaceutical continued to expand its innovation landscape driven by multiple dimensions such as independent R&D, and bussiness development. We have taken the lead in deploying artificial intelligence large language models to empower pharmaceutical innovation across the entire chain, promoting more high-quality new drugs to benefit patients worldwide and creating more sustainable shared value for society.

Innovation Layout

Sino Biopharmaceutical is committed to continuously improving R&D standards and efficiency. Driven by the dual engines of "innovation + internationalisation," we have established an innovative R&D layout covering domestic and international markets. In China, the Company has set up multiple R&D centres in Shanghai, Nanjing, Beijing, Guangzhou, and other locations, and has built a diversified innovative technology platform covering fields such as small molecules, protein degraders, siRNA, monoclonal/bispecific antibodies, antibody-drug conjugates (ADCs), inhalation formulations, and transdermal patches. Internationally, the Company has laid out a global R&D network, forming a dual-circulation strategy of "in China for Global" and "in Global for Global" to achieve synergistic development of pipelines across multiple therapeutic areas.

Frontier Exploration in Artificial Intelligence

Sino Biopharmaceutical actively embraces digital transformation, reaching deep collaborations with numerous AI technology companies. We have deeply explored and achieved a series of advanced breakthroughs across the entire business chain, including AI-assisted drug screening, R&D AI agent development, clinical trial research, intelligent production, and corporate management.



"At its current stage of development, artificial intelligence has become a core innovative force in breaking through 'undruggable' targets. This will bring immense returns to enterprises and create major opportunities in the healthcare market."

—— Ms. Tse, Theresa Y Y, Chairwoman of Sino Biopharmaceutical Limited

Shortening the R&D cycle and reducing costs through AI models:

Drug discovery

- The Company independently built a drug design and optimisation platform, utilising AI molecular generation technology to accelerate the development of protein degraders. While maintaining excellent degradation efficacy and oral absorption advantages, it significantly reduces the risk of immunomodulation.
- AI technology empowers the entire process of antibody drug R&D. Taking humanised design as an example, through model simulation and multi-dimensional analysis, immunogenicity is reduced while retaining targeted binding capabilities, significantly improving the clinical efficacy and safety of antibody drugs.

Clinical development

AI has fully empowered the entire clinical development process, covering scenarios such as clinical trial design, subject recruitment, data processing, pharmacovigilance, and registration filings. For example, AI tools have reduced subject review time by more than 50%, significantly shortening the clinical trial cycle.

Clinical imaging reading and assessment

We are actively exploring AI-assisted imaging reading to quickly process large volumes of images and automatically generate structured reports. This achieves automated lesion screening and dynamic efficacy assessment, significantly enhancing the accuracy and consistency of imaging reading.

Clinical data processing

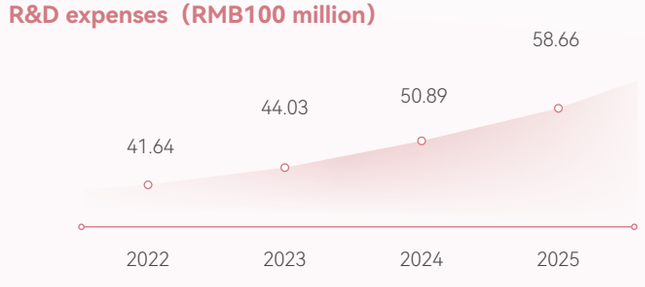
AI technology has been integrated into our self-developed electronic medical coding system, improving coding efficiency by 20% while significantly elevating the level of data standardisation.

Clinical quality and risk management

Applying AI pharmacovigilance tools to achieve automatic sorting and transcription of adverse reaction reports. We are continuously exploring advanced functions such as "automatically generating adverse reaction analysis reports," "real-time early warning of medication risks," and "intelligently identifying potential safety signals" to assist in managing subject adverse events and improving the precision of clinical safety management.

R&D Investment

In 2025, Sino Biopharmaceutical continuously increased its investment in innovative R&D, with R&D expenses reaching RMB5,866 million and accounting for 18.4% of total revenue, with a year-on-year growth of 15.3%.



From "leading innovation" to "investing in innovation": Sino Biopharmaceutical Leading Private Investment Fund established

In April 2025, Sino Biopharmaceutical Leading Private Investment Fund was established in Pudong New Area, Shanghai, marking a major initiative by Sino Biopharmaceutical to invest in, empower, and incubate innovation, following its adherence to comprehensive innovation and achievement of leapfrog innovative development. With the unveiling of the fund, Sino Biopharmaceutical officially initiated its role transformation from an "innovation leader" to an "innovation investor".

After its establishment, the fund will focus on investing in growth-stage innovative biopharmaceutical enterprises, empowering them throughout the entire process of R&D, production, and sales. It aims to precisely and efficiently address the pain points of "difficult financing, long cycles, and high risks" in the biopharmaceutical industry, promoting its high-quality development.

R&D Progress and Achievements

Sino Biopharmaceutical has officially entered the intensive harvesting period of innovative achievements. Over the past three years (2023-2025), the Company has received approval for a total of 16 innovative products, including seven national category-1 innovative drugs. In 2025, the Company's innovative product revenue reached RMB15.22 billion, with multiple innovative products launched during the year, providing patients with more medication options.

Number of innovative products approved for marketing

4

Number of category-1 innovative drugs approved for clinical trial

18

4 new indications for **3** national category-1 innovative drugs were approved for marketing



Sino Biopharmaceutical's innovative products in 2025 (partial)

Recombinant Human Coagulation Factor VIIa N01 for Injection (Anqixin®)

Indicated for the treatment of bleeding episodes in patients with congenital haemophilia, it is the first domestically produced recombinant human coagulation factor VIIa biological product, providing patients with a more cost-effective and high-quality treatment option.

Meloxicam Injection (II) (Putanning®)

Indicated for postoperative pain management in adults, it has become China's first once-daily 24-hour long-acting NSAID.

Culmerciclib Capsule (Saitanxin®)

Culmerciclib is a first-in-class CDK2/4/6 inhibitor, used for patients with hormone receptor-positive, human epidermal growth factor receptor 2-negative (HR+/HER2-) locally advanced or metastatic breast cancer who have previously received endocrine therapy.

Zongertinib Tablets (Hernexeos®)

Indicated for the treatment of adult patients with locally advanced or metastatic non-small cell lung cancer, it is the world's first oral targeted drug for HER2-mutated advanced non-small cell lung cancer, jointly promoted by the Company and Boehringer Ingelheim in Chinese Mainland.

In addition to the products already approved for marketing, the Company had 18 category-1 innovative drugs with initial clinical trial approval from the National Medical Products Administration in 2025. These cover multiple therapeutic areas such as oncology, liver diseases/cardiovascular & metabolism, respiratory/autoimmune diseases, and surgery/analgesia, including innovative products like ADCs (antibody-drug conjugates), PROTACs (proteolysis targeting chimeras), bispecific antibodies, and small molecule inhibitors. Among them, several products are being developed synchronously in the U.S. and Australia, promising to provide new treatment options for patients worldwide.

Over the next three years, nearly 20 national category-1 innovative drugs of the Company are expected to be approved for marketing. By the end of 2028, the total number of launched innovative products of the Company is expected to reach nearly 40.

While actively investing in innovative drug R&D, Sino Biopharmaceutical continues to explore innovative drug delivery methods, committed to providing patients with safer and more convenient medication options.

Transdermal Formulation Technology

Beijing Tide, a core member company of Sino Biopharmaceutical, has deeply cultivated transdermal formulations as a core track. It has built an industry-leading modern transdermal technology platform and product matrix, forming differentiated advantages in the transdermal formulation field relying on core technological innovation. The cold flow control and adhesive stability of its self-developed matrix hydrogel technology have reached industry-leading levels, with skin irritation significantly lower than similar products, making it more suitable for long-term medication. In 2025, multiple transdermal drug delivery products developed by Beijing Tide were approved for marketing, allowing more patients to benefit from more convenient and safer topical treatment options.

Tulobuterol Patches (Deruituo®)

The first topical patch approved for airway obstructive pulmonary diseases in China. It comprehensively covers patients of all age groups, which can help alleviate the shortage of asthma medications for children and adults in China, and is also expected to bring a more convenient and effective treatment method to patients.

Loxoprofen Sodium Cataplasms (Deshuping®)

Indicated for anti-inflammation and analgesia of osteoarthritis, muscle pain, and swelling and pain caused by trauma.

Lidocaine Cataplasm (Debaining®)

The new indication of Lidocaine Cataplasm (Debaining®), independently developed by Beijing Tide, was approved for the treatment of diabetic peripheral neuropathic pain (DPNP). It is the world's first and currently the only topical analgesic patch approved for this indication.

Inhalation Formulation Technology

CT Tianqing, a core member company of Sino Biopharmaceutical, independently developed and built technical platforms for various inhalation formulations such as suspensions, dry powders, and soft mists, aiming to meet the medication needs of all age groups and various complex conditions. In 2025, the triple compound soft mist inhalation formulation independently developed by CT Tianqing received clinical trial approval from the National Medical Products Administration, intended for the maintenance treatment of chronic obstructive pulmonary disease (COPD). Currently, no similar product has been approved for marketing globally. This product is expected to provide more options for the step-up treatment of COPD in the future.

Subcutaneous Injection Formulation Technology

Applying its self-developed technology platform, CT Tianqing, a core member company of Sino Biopharmaceutical, has solved the problem of volume limitation in subcutaneous administration of macromolecular antibody drugs. This is expected to provide more convenient and user-friendly medication options for multiple therapeutic areas such as oncology, autoimmune diseases, and endocrine diseases. In 2025, the Company's category-1 innovative drug TQB2922 (subcutaneous injection formulation) was approved for clinical trials for the treatment of advanced malignant tumours. Previously, TQB2922 (intravenous injection formulation) had been approved for clinical trials in China. This "formulation upgrade" will significantly shorten administration time and improve patient medication convenience.

Special Report
Global Synergy in Pharmaceutical Innovation

Facing the golden cycle of the continuous improvement of the innovation ecosystem in China's pharmaceutical industry, Sino Biopharmaceutical utilises strategic M&A and independent innovation as a dual-wheel drive. Over the past 10 years, it has reached collaborations with over 30 domestic and foreign enterprises through various forms such as out-licensing, investment and M&A, pipeline introduction, and strategic cooperation, achieving a comprehensive transformation from a traditional pharmaceutical enterprise to an innovative one.

Since 2025, Sino Biopharmaceutical's external cooperation has entered a value-realisation period, continuously making breakthrough progress in the fields of innovation resource integration and internationalisation.

Integrating Global Quality Resources

Sino Biopharmaceutical continues to accelerate the integration of high-quality global innovation resources and has completed multiple high-quality strategic acquisitions and collaborations, providing solid support for building a long-term innovation ecosystem. In 2025, the Company completed the wholly-owned acquisition of LaNova Medicines and, early the following year, acquired the small nucleic acid technology company Hygieia Pharmaceuticals. With the deep integration of acquired companies and the continuous output of internal R&D platforms, Sino Biopharmaceutical will fully leverage its advantages in clinical, production, and commercialisation fields to accelerate the translation of its own innovative assets and seek health and well-being for more patients.



Wholly-owned acquisition of LaNova Medicines to accelerate the global layout in the field of oncology innovation

On July 15, 2025, Sino Biopharmaceutical officially announced the 100% acquisition of LaNova Medicines, which will be integrated into the Company's system as a wholly-owned subsidiary. The core R&D and management team of LaNova Medicines, along with its leading technology platforms such as bispecific antibodies and ADCs, will be fully integrated, significantly strengthening the company's independent R&D capabilities and international business expansion in the field of targeted therapy.

LaNova Medicines is a benchmark enterprise in the glob al innovative drug R&D field. Its innovative pipelines have made breakthrough progress in therapeutic areas such as lung cancer, gastrointestinal tumours, and autoimmune diseases, successfully filling multiple clinical treatment gaps. This strategic integration will deeply empower Sino Biopharmaceutical's technological accumulation in the field of tumour targeted therapy, providing better innovative treatment plans for cancer patients by fusing the superior R&D resources of both parties.

In November 2025, the innovative drug LM-350 (CDH17 antibody-drug conjugate) independently developed by LaNova Medicines, a wholly-owned subsidiary of Sino Biopharmaceutical, received an Investigational New Drug (IND) approval from the National Medical Products Administration of China. Previously, LM-350 had obtained an FDA IND approval and completed the first patient enrolment in Australia in September 2025. This Chinese IND approval will accelerate clinical research in China, aiming to provide patients with new treatment options as early as possible.

Strategic acquisition of Hygieia Pharmaceuticals to accelerate the layout of small nucleic acid drugs

On January 13, 2026, Sino Biopharmaceutical announced the completion of the 100% equity acquisition of Hangzhou Hygieia Pharmaceuticals Co., Ltd. (Hygieia Pharmaceuticals). Sino Biopharmaceutical will fully integrate Hygieia Pharmaceuticals' cutting-edge technology platform in the field of small interfering RNA (siRNA) drugs to further improve the Company's innovative pipeline layout in the field of major chronic disease treatments.

As an innovation pioneer in the small nucleic acid field, Hygieia has successfully built a differentiated delivery technology platform covering multi-tissue targeting. In key therapeutic areas such as weight loss and metabolism, cardiovascular and cerebrovascular diseases, and the nervous system, it has laid out a rich and high-potential innovative pipeline. By integrating the advantages of both parties, Sino Biopharmaceutical will accelerate the industrialisation process of small nucleic acid drugs and promote innovation in major chronic disease treatments.



International Licensing

Sino Biopharmaceutical has always been committed to becoming the preferred Chinese partner for multinational pharmaceutical enterprises, while continuously driving the global implementation of innovative products. In February 2026, the Company entered into a licensing agreement with Sanofi for Rovadicitinib tablets. This collaboration marks a significant milestone in the company's global expansion strategy. Leveraging Sanofi's strengths in global R&D and commercialisation, the Company will further accelerate the launch of innovative products and bring more breakthrough therapies to patients globally. Currently, multiple innovative drugs from the Company are undergoing clinical trials simultaneously in China and several other countries. Some have already secured clinical approval in the U.S., with clinical studies set to begin in 2026. Through these efforts, the Company is poised to offer new treatment options for patients around the world.

Sino Biopharmaceutical Reaches Exclusive Licensing Agreement with Sanofi for Rovadicitinib

On March 4, 2026, Sino Biopharmaceutical announced that it has reached an exclusive licensing agreement with a global pharmaceutical company Sanofi for Rovadicitinib, a novel, potent, first-in-class (FIC) oral small-molecule JAK/ROCK inhibitor. Under the agreement, CT Tianqing, a subsidiary of Sino Biopharmaceutical, grants Sanofi an exclusive license to develop, manufacture, and commercialize Rovadicitinib worldwide.

As a dual-target inhibitor, Rovadicitinib achieves both anti-inflammation and anti-fibrosis effects through synergistic dual-pathway action. In February 2026, Rovadicitinib Tablets (trade name: Anxu®) was approved for marketing by the National Medical Products Administration (NMPA) of China for the first-line treatment of adult patients with intermediate-2 or high-risk primary myelofibrosis (PMF), post-polycythaemia vera myelofibrosis (PPV-MF), or post-essential thrombocythaemia myelofibrosis (PET-MF).



The inflection point for mergers and acquisitions (M&As) in China's pharmaceutical industry has arrived. The future will see more precise M&As focused on cutting-edge technologies and more strategic integrations connecting to the global market. As a key player among China's innovative drug companies, Sino Biopharmaceutical is standing at a new starting point for a new decade, steadily advancing into the ranks of global innovative drug companies.

——Ms. Tse, Theresa Y Y, Chairwoman of Sino Biopharmaceutical Limited



Pharmaceutical innovation transcends national borders. Developing countries, especially some countries and regions in the Asia-Pacific region and along the Belt and Road, still have huge unmet medical needs. China maintains close ethnic and geographical ties with these countries and can accelerate the simultaneous review and launch of innovative drugs by promoting regional mutual recognition of clinical data, allowing good Chinese medicines to benefit more patients.

——Mr. Tse, Eric S Y, CEO of Sino Biopharmaceutical Limited

Healthcare Accessibility

Expanding healthcare accessibility is the natural social responsibility of Sino Biopharmaceutical. We take "exploring therapeutic areas, alleviating burden on patients, expanding channel coverage, and advancing rare disease drug development" as our core healthcare accessibility strategy. Guaranteed by a sound healthcare accessibility management system, we are committed to seeking health and well-being for more patients.

Healthcare Accessibility Management System

The Board of the Company is responsible for formulating the healthcare accessibility strategy and objectives, with Ms. Theresa Y Y Tse, Chairwoman of the Board, acting as the highest person in charge of healthcare accessibility management issues. Following the Board's requirements, the ESG Committee is responsible for providing guidance and recommendations on the direction of the Company's healthcare accessibility initiatives, while the Strategic Decision-making Committee oversees the implementation of healthcare accessibility management efforts.

Exploring therapeutic areas

Focusing on four core therapeutic areas: oncology, liver diseases/cardiovascular & metabolism, respiratory/autoimmune diseases, and surgery/analgesia. We continue to increase R&D investment to constantly launch new products with proven efficacy

Alleviating burden on patients

Adhering to the principle of fair pricing, we actively participate in health insurance negotiations, expand the coverage of drugs in medical institutions, and improve people's well-being with better prices

Expanding channel coverage

Continuously expanding our nationwide marketing network while proactively venturing into overseas markets to benefit patients worldwide

Advancing rare disease drug development

Committed to the research, development, and production of drugs for rare diseases, providing more options to safeguard the equal health rights and interests of patients with rare diseases

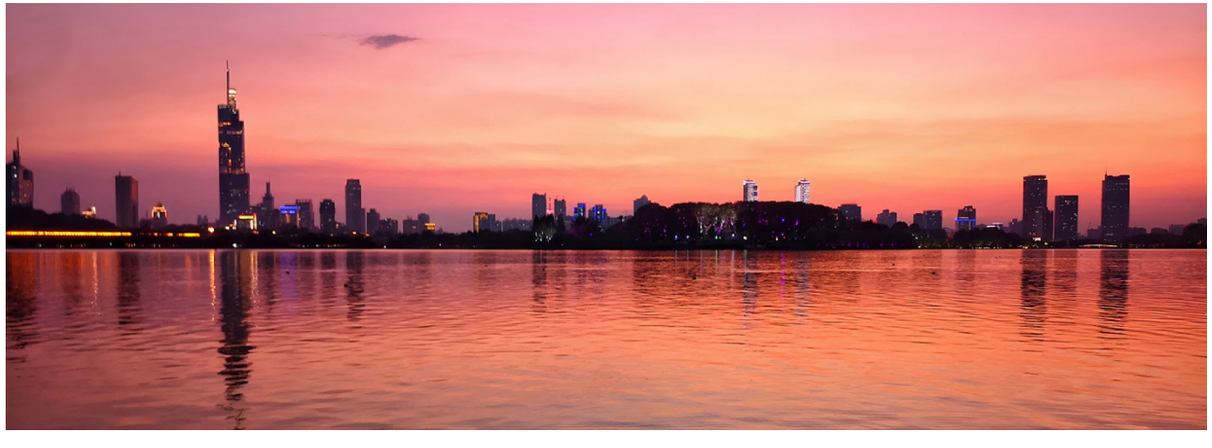
In response to the "Healthy China" strategy, we work to promote the sustainable development of the pharmaceutical industry by advancing pharmaceutical R&D, optimising the manufacturing process and lowering medication costs. These efforts are part of our unremitting commitment to achieving the goal of health for all. Additionally, we support the Doha Declaration on the TRIPS Agreement and Public Health, recognising its importance in helping developing countries in need to access medicines in special circumstances.

Fair Pricing

We are committed to providing high-quality and affordable medicines, ensuring that more patients can access superior treatments. The Company has formulated the Fair Pricing Policy, which clearly defines the principles of fair pricing centred on legality, compliance, transparency, and accessibility. Combining actual R&D and production costs, clinical value, and patients' affordability, we reasonably set and adjust drug prices to steadily enhance the accessibility and inclusivity of drugs. Concurrently, we commit to following the World Health Organization's definition of "fair pricing," taking value as the pricing standard, and comprehensively considering factors such as regional economic development levels, patient needs, and ability to pay, to ensure that pricing is reasonable, fair, and meets people's livelihood needs.

In the domestic market, we strictly comply with relevant national regulations on drug listed prices, and dynamically and reasonably adjust drug pricing with reference to the national designated pharmacy medical insurance drug volume-price comparison index. For products included in centralised procurement and medical insurance, we strictly follow relevant regulatory requirements to publicise winning bid prices and medical insurance payment standards on local procurement platforms, ensuring the accessibility and fairness of patient medication.

Globally, Sino Biopharmaceutical implements differentiated pricing strategies based on the economic development status of different countries and regions, national health budget levels, actual patient needs and ability to pay, as well as other relevant health economics considerations. For low- and middle-income countries and underdeveloped regions, we strictly follow local commodity pricing norms, medical insurance policies, and tax requirements. Based on coordinating the global market supply layout, we comprehensively consider multiple factors such as local per capita income levels, consumption habits, labour costs, and medical guarantee capabilities to formulate open, transparent, and differentiated product prices. On the basis of ensuring product quality, reasonable profit margins, and sustainable supply, we practically enhance the drug accessibility for local patients.



The Light by Yu Shan, Leadership Academy, CT Tianqing

Products Benefiting Patients

Sino Biopharmaceutical fully leverages its innovative R&D capabilities, continuously expanding the disease coverage of its drugs, and is committed to providing timely and effective treatment options for more patients. Our products cover a variety of biological drugs and chemical drugs, holding a leading position in four core therapeutic areas: oncology, liver diseases/cardiovascular & metabolism, respiratory/autoimmune diseases, and surgery/analgesia. As of the end of the reporting period, Sino Biopharmaceutical's key products have cumulatively treated over 170 million patients.

While continuously expanding therapeutic areas, Sino Biopharmaceutical focuses on patient groups such as women, children, and the elderly, dedicated to developing more targeted, efficient, and comfortable treatment avenues for different patient populations.

Safeguarding Women's Health

Breast cancer is the second most common tumour globally and the most common malignant tumour among women. On average, a woman is diagnosed globally every 26 seconds, and the incidence rate continues to rise and shows a younger trend.

Sino Biopharmaceutical takes breast cancer prevention and treatment as a key research direction, covering full-target breast cancer treatment with innovation to safeguard women's health through technology. Currently, the Company has launched multiple related products, including Culmerciclib Capsule, Pertuzumab Injection, Trastuzumab for Injection, Fulvestrant Injection, Docetaxel Injection, Everolimus Tablets, and Palbociclib Capsules. Among them, Eribulin Mesylate Injection has been approved in both China and the U.S., benefiting overseas patients.

In 2025, the independently developed innovative drug Culmerciclib Capsule (Saitanxin®) was approved for marketing, providing a brand-new solution for breast cancer patients who have previously developed tolerance to endocrine therapy, promising to extend the median progression-free survival (PFS) of second-line treatment for advanced breast cancer from 9 months to 16 months.

Furthermore, the Company is actively deploying pipelines in female oncology fields such as cervical cancer, ovarian cancer, and endometrial cancer, with a cumulative R&D investment of nearly RMB3 billion. We also actively explore the deep integration of artificial intelligence and biopharmaceuticals, dedicated to realising "Science for a Healthier World".

Focusing on Children's Health

The 0.5mg/patch low-dose paediatric specification of Tulobuterol Patches (Deruituo®) developed by Sino Biopharmaceutical was officially approved in 2025. Following the approval of the 2mg/patch adult specification, this expands the applicable population to infants as young as six months. Tulobuterol Patches allow drugs to be absorbed transdermally into the blood circulation, offering multiple advantages such as a once-daily application, long-acting sustained release, stable blood drug concentration, and fewer adverse reactions. At the same time, it supports parents in administering the drug independently and terminating the medication at any time, significantly lowering the threshold for use. Tulobuterol Patches are particularly suitable for paediatric patients with difficulty in inhalation operations or low compliance, and are recommended by multiple authoritative guidelines and consensuses at home and abroad.

Escorting the Health of the Elderly

Focusing on chronic diseases in the elderly, Sino Biopharmaceutical continues to develop drugs more suitable for elderly patients through innovative mechanisms and formulations. Currently, the Company has launched products such as Tulobuterol Patches (Deruituo®) for alleviating dyspnoea caused by airway obstructive diseases, Rivastigmine Transdermal Patch (Suleda®) for mild to moderate Alzheimer's disease, and Limaprost Tablets (Kailitong®), the only small-molecule chemical drug in China for the treatment of lumbar spinal stenosis. In the future, the Company expects to launch multiple products to continue escorting the health of the elderly.



Supporting Global Health Initiatives

Sino Biopharmaceutical has long adhered to the "comprehensive innovation" and "internationalisation" strategies. Driven by innovation, we integrate into the global pharmaceutical industry chain, focus on global unmet medical needs, and promote the inclusivity of medical resources. The Company's business has mainly covered 28 countries and regions including the United States, Canada, Europe, Africa, and Southeast Asia. During the reporting period, the Company continued to promote the export of over 10 products, such as Fulvestrant Injection, Fosaprepitant for Injection, and Magnesium Isoglycyrrhizinate Injection, benefiting more patients worldwide.

Sino Biopharmaceutical actively responds to the national "Belt and Road" initiative. With innovation as the engine and meeting the clinical needs of countries along the "Belt and Road" as the focal point, we continue to export high-quality, affordable drugs, supporting the construction of the "Health Silk Road". In addition, the Company advances strategic cooperation with developing countries along the "Belt and Road" to help local areas establish foundational capabilities in biopharmaceutical technology. While safeguarding public health and improving medical service levels, we also create more new employment opportunities in the health sector for local communities.



Sino Biopharmaceutical's NPP Cooperation Agreement of Caring Pharma Partner

The Named Patient Programme (NPP) in Hong Kong is a special mechanism for patients with urgent medication needs. It allows doctors to provide patients with drugs that have not yet obtained marketing authorisation locally in a legally and ethically compliant manner when the drug has not yet been registered and launched in Hong Kong. This provides an alternative flexible pathway for mainland innovative drugs to benefit Hong Kong patients as early as possible.

In March 2025

CT Tianqing, a core member company of Sino Biopharmaceutical, signed an NPP cooperation agreement of Caring Pharma Partner with the Greater China Cancer Foundation. Through the NPP, both parties will provide CT Tianqing's innovative tumour treatment plans to cancer patients in Hong Kong with significant unmet medical needs.

In August 2025

The first shipment for the NPP of Caring Pharma Partner was completed, including the innovative anticancer drugs Anlotinib and Benmelstobart, providing new treatment options for cancer patients with urgent medical needs in Hong Kong.



On the left is Ms. Cheng Cheung Ling, Vice Chairwoman of the Board.

Products Benefiting Patients in "Belt and Road" Countries

In 2025, Sino Biopharmaceutical's product Adalimumab Solution for Injection (Taibowei®) officially obtained marketing approval from the Algerian National Agency for Pharmaceutical Products, bringing a high-quality, affordable new treatment option for autoimmune disease patients in the "Belt and Road" co-building country. Adalimumab is a key drug for treating various autoimmune diseases such as rheumatoid arthritis, ankylosing spondylitis, and psoriasis.

As a "Belt and Road" co-building country, Algeria's healthcare needs have grown rapidly in recent years, with an urgent demand for high-quality, affordable biological drugs. Sino Biopharmaceutical will collaborate closely with local partners to ensure the product benefits local patients as soon as possible.

Advancing Rare Disease Drug Development

With the improvement of society's overall health needs, rare diseases have become an undeniable public concern. Sino Biopharmaceutical focuses on the unmet needs in the field of rare disease drugs, actively conducts rare disease drug R&D, and is dedicated to filling the gaps in related disease treatment fields, aiming to solve the problem of drug unavailability for more patients with rare diseases.

In 2025, Sino Biopharmaceutical achieved multiple advancements in rare disease drug development:

Recombinant Human Coagulation Factor VIIa N01 for Injection (Anqixin®) was approved for marketing. As the first approved domestic recombinant human coagulation factor VIIa biological product, it provides a new treatment option for patients with congenital haemophilia;

The first generic of Deutetrabenazine Tablets in China was approved for marketing, which will provide more treatment options for patients with Huntington's disease chorea and tardive dyskinesia;

Rare disease drug projects such as TDI01 and TQB2934 made clinical progress at different stages.

As of the end of the reporting period, Sino Biopharmaceutical had 7 marketed rare disease drugs, and 6 rare disease drug projects under review and development.

Drug	Indication	Present stage
Yibitan® (Edaravone and sodium chloride injection)	Amyotrophic lateral sclerosis (ALS)	Launch
Fenghaiyi® (Edaravone injection)	Amyotrophic lateral sclerosis (ALS)	Launch
Taishule® (Ambrisentan tablets)	Pulmonary arterial hypertension patients with WHO class II or III symptoms (WHO group 1)	Launch
Anhengji® (Recombinant human coagulation factor VIII for injection)	Haemophilia A (congenital coagulation factor VIII deficiency)	Launch
Yian® (Tafamidis meglumine soft capsules)	Rare genetic and fatal neurodegenerative disease (ATTR-PN)	Launch
Anqixin® (Recombinant human coagulation factor VIIa N01 for injection)	Treatment of bleeding episodes in congenital haemophilia	Launch
Deutetrabenazine tablets	Chorea and adult tardive dyskinesia (TD) associated with Huntington's disease (HD)	Launch
Nintedanib esilate soft capsules	Idiopathic pulmonary fibrosis	Under research
TQH2929	Generalised pustular psoriasis	Under research
TQB2928	Osteosarcoma	Under research
TDI01	Graft-versus-host disease	Under research
FHND1002	Amyotrophic lateral sclerosis (ALS)	Under research
TQB293	AL amyloidosis	Under research

Sino Biopharmaceutical Safeguards the Health of Haemophilia Patients

Haemophilia is a genetic bleeding disorder, affecting over 800,000 patients globally, among which severe patients face higher treatment challenges3. Some severe Haemophilia A patients develop coagulation factor inhibitors, leading to poor efficacy of traditional replacement therapies and severely affecting their quality of life. Due to its efficient hemostatic effect and unique bypass effect, recombinant human coagulation factor VIIa has become an important treatment option for inhibitor-positive patients and is widely used globally.

Sino Biopharmaceutical focuses on unmet clinical needs in the haemophilia field. As the first approved domestic recombinant human coagulation factor VIIa for injection product, Anqixin® fills the domestic gap, providing patients with a more cost-effective and high-quality treatment option. According to the National Medical Insurance Catalogue officially implemented on January 1, 2026, Anqixin® was included in the catalogue for the first time and applied clinically, providing stronger support and more accessible treatment guarantees for the preventive treatment and emergency management of haemophilia patients.

Previously, the Company's Recombinant Human Coagulation Factor VIII for Injection (Anhengji®) was approved for marketing in 2024. The combination therapy of Anhengji® and Anqixin® can cover the entire disease course needs from routine replacement therapy to inhibitor management, promising to significantly improve patients' quality of life and benefit more haemophilia patient groups and their families.



[4] World Federation of Hemophilia Report on the Annual Global Survey 2023

Beyond the *List of Rare Diseases*, Sino Biopharmaceutical has four category-1 new drugs either launched or under research, providing new treatment options for internationally rare diseases with extremely low incidence rates.

Drug	Indication	Present stage
Anboni® (Unecritinib Fumarate Capsules)	ROS1 Mutated non-small cell lung cancer	Launch
Fukewei® (Anlotinib Hydrochloride Capsules)	Medullary thyroid cancer	Launch
Andewei® (Benmelstobart Injection) in combination with Fukewei® (Anlotinib Hydrochloride Capsules)	Alveolar soft part sarcoma	Under research
Rovadicitinib (TQ05105)	Haemophagocytic lymphohistiocytosis	Under research

Antibiotic Resistance

Antibiotic resistance has become a global medical challenge and a major public health issue. With the global issue of drug-resistant bacteria on the rise and the development of new antibiotics becoming increasingly challenging, Sino Biopharmaceutical has paid close attention and been taking continuous action to combat this problem.

We are responding to initiatives to conduct fundamental research and drug development for drug-resistant bacteria, increasing our investment in new drugs and new diagnostic technologies, vigorously advancing R&D in the antibiotic field, continuing to monitor antibiotic resistance, and combining our industrial strengths to widely disseminate scientific concepts of drug use.

As of the end of the reporting period, the Company has a number of antibiotic products available on the market and a number of antibiotic projects under research or in the process of being declared for production.

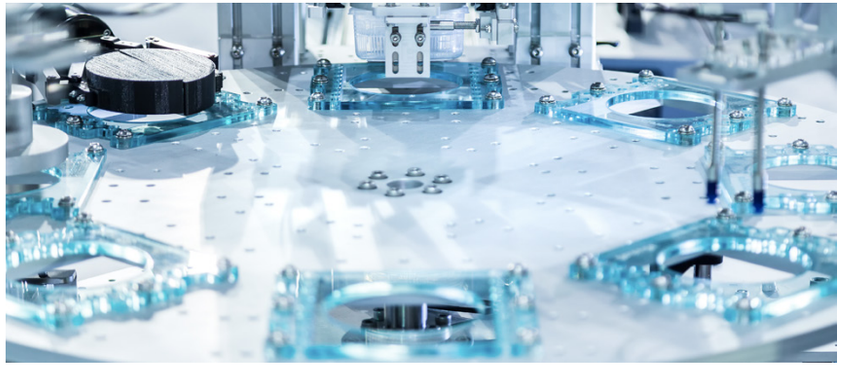
Project/Product name	Stage of research	Introduction
Tianyun® (Colistimethate Sodium for Injection)	Launch	It is intended for treating infections caused by carbapenem-resistant gram-negative pathogens and hospital-acquired pneumonia
Tiance® (Biapenem for Injection)	Launch	It is intended for treating septicaemia, pneumonia, etc. caused by susceptible bacteria
Tianming® (Caspofungin Acetate for Injection)	Launch	Capable of inhibiting fungal cell wall synthesis, it is intended to treat suspected fungal infections and invasive aspergillosis
Tianli® (Linezolid Tablets)	Launch	As an antimicrobial agent of the oxazolidinone class, it is intended for treating infections caused by aerobic Gram-positive bacteria
Tiantan® (Ceftazidime and avibactam sodium for injection	Launch	As a β-lactamase inhibitor, it is intended for treating abdominal abscesses, urinary tract infections and gram-negative bacterial infections
Tianyue® (Posaconazole Injection)	Launch	Capable of inhibiting the synthesis of key components of the fungal cell wall, it is intended for treating invasive Aspergillus and Candida infections
Kangliping® (Tedizolid Phosphate for Injection)	Launch	Intended for acute bacterial skin and skin structure infections caused by susceptible isolates of Gram-positive bacteria
Peceleganan (PL-5)	Under research	A novel antimicrobial peptide, non-antibiotic broad-spectrum antimicrobial agent, intended for treating secondary wound infections
Delamanid	Under research	As a mycolic acid synthase inhibitor, it is intended for treating Mycobacterium tuberculosis-resistant infections
Omadacycline tosilate	Under research	It is a broad-spectrum antimicrobial agent belonging to the amino-tetracycline class
Ceftolozane/tazobactam	Under research	β-lactamase inhibitor combination agents, intended for treating drug-resistant bacterial infections, such as pneumonia and intra-abdominal infections
Colistin E2 Methanesulfonate	Under research	Peptide antibiotics, used to treat infections caused by multi-drug resistant Gram-negative bacteria
Meropenem	Under research	Carbapenem combinations, targeting multidrug-resistant Gram-negative bacteria
Azithromycin	Under research	Macrolide antibiotics, used to treat respiratory/skin infections, and Mycoplasma or Chlamydia infections
Oseltamivir	Under research	Neuraminidase inhibitors, used against influenza viruses to shorten illness duration and prevent severe complications
Dalbavancin Hydrochloride	Under research	Novel pleuromutilin antibiotics, targeting Gram-positive bacteria, used for skin and soft tissue infections

"Dual-drug" Combination Therapy Breaks the Dilemma of Drug-resistant Bacteria Treatment

In November 2025, the 20th Asia Pacific Congress of Clinical Microbiology and Infection (APCCMI 2025) was held in Bangkok, Thailand. A real-world study on the Company's product Colistimethate Sodium for Injection (Tianyun®) was presented as an oral report.

For critically ill patients in the ICU, as well as immunocompromised patients following chemoradiotherapy who suffer from recurrent pulmonary or urinary tract infections, carbapenem antibiotics were once the "last line of defence" against severe bacterial infections. However, in recent years, infections caused by carbapenem-resistant Enterobacteriaceae (CRE) and carbapenem-resistant Pseudomonas aeruginosa (CRPA) have been rapidly increasing globally, and complex resistance mechanisms have gradually rendered carbapenems and other antimicrobial agents ineffective. Facing the resistance challenge, the combination therapy strategy of colistimethate sodium (CMS) and ceftazidime/avibactam (CZA), two core drugs commonly used clinically, has become a vital research direction to overcome the treatment bottleneck.

The study selected for the APCCMI 2025 oral report confirmed that CMS combined with CZA for the treatment of CRE/CRPA infections can significantly reduce the 30-day all-cause mortality rate of infected patients, with a safety profile comparable to monotherapy, providing key evidence-based data to solve the current thorny problem of treating drug-resistant bacterial infections.





Product Responsibility

Our principles and objectives

Sino Biopharmaceutical always regards quality and safety as the cornerstone of corporate development, and continuously improves product lifecycle quality management to provide safe and effective high-quality medicines for patients.

Honors and recognition

Quality Benchmark · Hengxin Award

China Quality Certification Centre

CT Tianqing

GMP conformity – Domestic APIs

114

GMP conformity – Domestic drug formulations

86

Pass rate in annual GMP inspections organised by domestic pharmaceutical regulatory agencies

100%

Coverage rate of ISO 9001 quality management systems certification

80%

Coverage rate of quality training for employees

100%

Average time of quality training per employee

40.84 hours/person

Product Lifecycle Quality Management System

Sino Biopharmaceutical strictly complies with the *Drug Administration Law of the People's Republic of China, the Product Quality Law of the People's Republic of China*, and other relevant laws and regulations in China and other operating locations, as well as industry quality management system standards (GLP, GMP, GCP, GSP, and GVP). We have established a quality monitoring system covering the entire product lifecycle, with the Board as the highest management and supervisory body, strictly upholding the quality and safety lifeline.

"Zero quality safety incidents, zero product recalls" is our unwavering management goal. We integrate it into the full-lifecycle business process, breaking it down across various operational links and functional levels to ensure that expected results are achieved from design and development, production operations, to post-marketing pharmacovigilance.

In the product R&D stage, we set up an independent quality department to participate in the entire process from compound design and screening to clinical research, systematically identifying key quality issues and process parameters to lay a quality foundation for subsequent large-scale production of the product.

In the production and operation stage, we have specialised quality management and quality control departments at each operating site to jointly coordinate and be responsible for quality management activities throughout the entire process, from pharmaceutical technology transfer, incoming inspection of raw and auxiliary materials, and in-process quality control, to final product release, ensuring that product quality meets requirements.

Our Pharmacovigilance Management Committee and Pharmacovigilance Department are fully responsible for major matters related to pharmacovigilance. For detailed information on pharmacovigilance, please refer to the " Quality Management - Pharmacovigilance Management" section in this chapter.

We benchmark against leading international quality management requirements and standards. Based on the Pharmaceutical Quality System (Q10) model of the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), we have built a risk-based, systematic, and scientific quality management system. It encompasses six aspects: quality assurance system, laboratory control system, production system, facility and equipment system, packaging and labelling system, and material system. Through evaluating, communicating, controlling, and reviewing risks related to quality and safety, we ensure compliance with regulatory requirements and continuous improvement.

Quality risk management process



Digital and intelligent technologies provide strong technical support for the full-lifecycle management of pharmaceuticals. In 2025, guided by our digital and intelligent transformation strategy, we introduced AI technology to build a quality intelligent hub, further deepening its application in quality risk prediction, process optimisation, and decision support, promoting the upgrade of quality management from "compliance-driven" to "intelligence-led".

Approved for China's first 10,000L biopharmaceutical production line

In 2025, the subsidiary member company CT Tianqing took the lead in building and obtaining approval for a 10,000L stainless steel bioreactor production line in China. Relying on a full-process automation system and a SCADA + cloud intelligent control platform, this production line enables real-time and precise regulation of critical production parameters, effectively reducing human errors and contamination risks. Meanwhile, depending on three major systems - equipment monitoring, data visualisation, and full-process traceability - the production line achieves a closed data loop across the entire "material-production-finished product-logistics" chain, realising a significant improvement in product quality consistency and stability.

During the reporting period, Sino Biopharmaceutical did not experience any major quality safety incidents or product recalls, fully achieving the annual quality management goals.

Quality system certification status

GMP conformity	114 APIs obtained GMP certificates/announcements in China; 86 chemical formulation production lines and biological products obtained GMP conformity inspection certificates/announcements in China.
GMP conformity inspection pass rate	100% pass rate for GMP conformity inspections by domestic drug regulatory agencies
International certification	12 FDA certifications, 11 CE certifications, 28 international GMP certifications

We consider quality management system certification as a crucial criterion for evaluating quality management levels, and actively promote ISO9001 quality management system certification among member companies. As of the end of the reporting period, a total of 4 member companies of the Company obtained ISO9001 quality management system certification, with an ISO9001 certification coverage rate of 80%.

Coverage rate of ISO9001 certification

80%

Member companies with ISO9001 certification

- Chia Tai Tianqing Pharmaceutical Group Co., Ltd.
- Nanjing Chia Tai Tianqing Pharmaceutical Co., Ltd.
- Jiangsu Chia Tai Fenghai Pharmaceutical Co., Ltd.
- Beijing Cardiotech Medical Technology Co., Ltd., (a subsidiary of Beijing Tide)

Member company awarded the "Quality Benchmark · Hengxin Award" by the China Quality Certification Centre

In early 2026, relying on its outstanding quality management system and continuous product quality improvement, the member company CT Tianqing won the "Quality Benchmark · Hengxin Award" issued by the China Quality Certification Centre (CQC), one of the most authoritative domestic quality certification institutions, making it the only pharmaceutical enterprise to win this award.



First batch of subsidiary production enterprises selected as "Jiangsu Province Advanced-Level Smart Factories"

Runzhong Pharmaceutical, a subsidiary of CT Tianqing, takes "digital intelligence empowering pharmaceutical innovation" as its strategic core and has initiated the "Smart Factory Based on Digital Biotechnology and Multi-field Pharmaceuticals" project. Centred around the core pathway of "digital platform + smart equipment + flexible production line", the project has built a smart system running through the entire lifecycle, realising real-time monitoring and precise regulation of production process parameters. The comprehensive utilisation rate of resources has increased by 10%, production efficiency has increased by 20%, and the product defect rate has significantly decreased.



In 2025, Runzhong Pharmaceutical successfully entered the *List of Jiangsu Province Advanced-Level Smart Factories of* the Industry and Information Technology Department of Jiangsu with its "Smart Factory Based on Digital Biotechnology and Multi-field Pharmaceuticals" project, and successfully declared as a "Typical Case of Innovative Development of Digital Economy in Jiangsu Province".

Quality Management

Production Management

To ensure that all production activities are conducted legally, compliantly, orderly, and efficiently, Sino Biopharmaceutical has established a standardised and systematised production management system, fully covering key links such as technology transfer, production planning, standard operations, production records, and process monitoring. We clearly specify key quality parameters during the production process and implement strict monitoring and dynamic management throughout the entire process to guarantee the stability and reliability of product quality.

In terms of facility and equipment management, we strictly regulate the compliant operation of production facilities and equipment and equipment cleaning standards, effectively preventing cross-contamination, and monitor environmental indicators in clean areas in real-time to ensure all equipment maintains good operational status, fully meeting production needs.

We attach great importance to supply chain quality management to ensure the safety and controllability of product raw materials. We have established an assessment and qualification audit process covering all suppliers, including key links such as supplier selection, service process evaluation, and delivery quality review. Concurrently, we adopt methods including training, on-site guidance, and cooperation to elevate the quality management level of suppliers.

Admission assessment

During the admission stage, the quality department strictly evaluates the product quality, certifications, and business qualifications of suppliers to ensure they meet our production quality and technical standard requirements.

Agreement signing

Sign quality agreements with key suppliers related to R&D and production, clarifying their responsibilities in quality assurance and the specific quality standards they must follow.

Quality audit

Establish a comprehensive quality audit mechanism covering key primary and secondary suppliers, and formulate an annual audit plan to evaluate their supply quality and stability. The audit results and rectification status are used as important assessment items for the annual supplier evaluation, adopting reward or punitive policies.

Quality training

By conducting training to enhance supplier quality concepts and skills, and organising exchange seminars, we convey the Company's quality management concepts and requirements, working with suppliers to improve the level of quality management.

Encouraging certification

For key suppliers, encourage them to obtain quality management system certification (such as ISO9001). For major secondary suppliers, supplier certification should be conducted by the procurement department or a commissioned third party. In 2025, among our raw and auxiliary material suppliers, a total of 517 passed the quality management system certification, accounting for 88%.



Number of supplier quality audits

309

Completion rate of supplier quality audit plans

100%

Number of raw and auxiliary material suppliers with quality management system certification

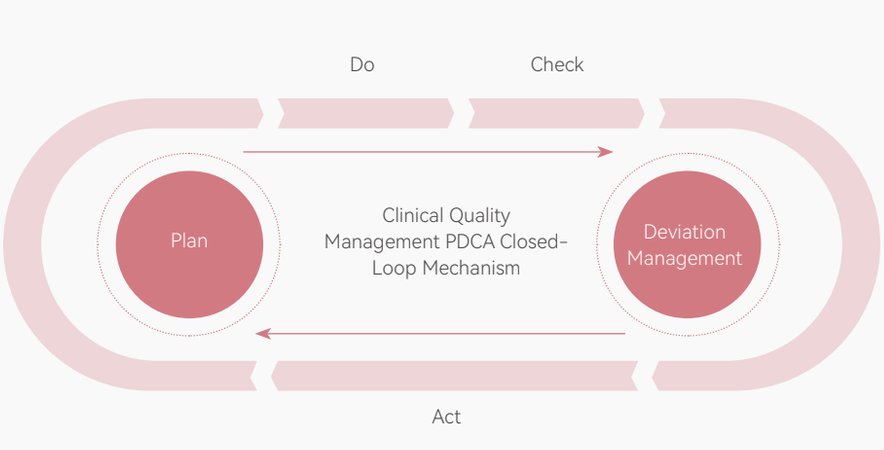
517

In terms of packaging and labelling management, Sino Biopharmaceutical implements a closed-loop management of the entire process from design, printing, distribution, use, to destruction. Through an intelligent management system, it realises the automation and systematisation of packaging and labelling management, ensuring compliant packaging materials, reliable sealing, and clearly legible labelling to guarantee the safety of product storage, transportation, and use.

Clinical Management

The Company strictly follows relevant domestic and international clinical research regulations and guidelines, establishing a full-process clinical quality management system. Through standardised operating procedures, normalised on-site inspections, and risk control, we ensure that clinical trials are compliant, scientific, and traceable. In 2025, referring to international standards and industry advanced quality management systems, and benchmarking against Good Clinical Practice (GCP) requirements, Sino Biopharmaceutical completed the upgrade of 101 master files, achieving a comprehensive upgrade of the clinical management system documentation. To guarantee the full implementation of the institutional system, we established a Clinical Quality Management Committee, primarily assuming the core responsibilities of quality decision-making, risk prevention, and system supervision.

Simultaneously, we built a closed-loop quality management mechanism of "design - execution - inspection - deviation management - continuous improvement", forming a continuously optimised Plan-Do-Check-Act (PDCA) cycle. This mechanism integrates quality management throughout the entire clinical trial process, making quality improvement a dynamic and continuous process.



Integrate quality management throughout the entire clinical trial process, making quality improvement a dynamic, continuous process.

Pharmacovigilance Management

Sino Biopharmaceutical strictly complies with legal and regulatory requirements such as the *Good Pharmacovigilance Practice and the Administrative Measures on Reporting and Monitoring of Adverse Drug Reactions*, establishing a pharmacovigilance system covering the entire product lifecycle to proactively monitor, identify, evaluate, and control adverse reactions of products under research and marketed drugs. During the reporting period, on the one hand, based on regulatory requirements, we updated and improved the pharmacovigilance management system and operating procedures, continuously elevating the standardisation and normalisation level of pharmacovigilance work to ensure the smooth progress of pharmacovigilance activities; on the other hand, we actively promoted the application of digital solutions in pharmacovigilance management.

Application of AI in the Field of Pharmacovigilance

We innovatively built an AI-assisted report entry and narrative document generation module. Relying on AI technology, it intelligently enters patient case data; for individual safety reports, it intelligently integrates multi-source information and automatically generates standardised narrative content such as disease progression, clinical outcomes, and management measures, significantly enhancing pharmacovigilance work efficiency and report quality, and aiding in the full-lifecycle safety management of drugs.

We established a Pharmacovigilance Management Committee responsible for major risk analysis, disposal of major or urgent drug events, risk control decision-making, and other major matters related to pharmacovigilance. We set up a Pharmacovigilance Department responsible for the operation and continuous improvement of the pharmacovigilance system, as well as the monitoring and reporting of adverse drug reactions.

Sino Biopharmaceutical has established comprehensive drug adverse event information retrieval measures, collecting drug adverse event information from various sources through multiple channels such as the national adverse drug reaction direct reporting system for marketing authorisation holders, public emails, hotlines, and literature retrieval. All collected drug safety information will be entered, processed, evaluated, and reported in the pharmacovigilance database in accordance with regulations.

We regularly conduct pharmacovigilance-related exchanges and training for new employees, marketing personnel, clinical teams, and production systems. Among them, marketing personnel must complete pre-employment pharmacovigilance training before selling drugs to improve the awareness of pharmacovigilance among all employees from the aspects of systems, workflows, and professional skills, safeguarding the medication safety of patients.

During the reporting period, Sino Biopharmaceutical did not received any feedback regarding cluster adverse drug reaction events.

Customer Service Management

Understanding patient and customer demands and feedback is crucial for improving service quality. Sino Biopharmaceutical has established and refined a customer-oriented service assurance system. Through channels such as telephone call-backs, questionnaires, and medical knowledge dissemination activities, we gathered opinions and suggestions, conducted review and analysis, implemented relevant rectification measures, and continuously optimised customer experience.

Customer complaints satisfaction resolution rate

100%

Sino Biopharmaceutical has set up diverse communication and complaint channels, including a 24/7 hotline, webpage-based online customer service, and intelligent customer service. These multi-channel, round-the-clock services ensure complaints and rights protection for customers. We continuously update and enrich the intelligent customer service knowledge base based on customer feedback and needs, laying a solid foundation for better customer service. We have also formulated a clear customer complaint handling process, enabling immediate internal communication to address customer complaints, provide responses, and propose appropriate solutions, thereby safeguarding the customer experience.

Quality Control

Quality Inspection

To further enhance the standardisation of pharmaceutical research and production while ensuring product quality, we have continuously improved our standardised laboratory control system, in full compliance with GMP and data integrity requirements. This system covers the entire process, from raw materials and excipients to intermediates, finished products, and stability studies. We strictly adhere to data integrity principles by establishing a digital R&D platform and a Laboratory Information Management System (LIMS), fully integrated with the SAP system. Comprehensive sampling procedures, quality standards, and testing protocols have been implemented to ensure that experimental data are traceable, reviewable, and auditable.

The laboratories of the research institutes set up by our member companies have been accredited by the China National Accreditation Service (CNAS) for laboratory accreditation, and complied with the CNAS national accreditation standard of *ISO/IEC 17025:2017 General requirements for the Competence of Testing and Calibration Laboratories*.

Quality Audits

Each core company of Sino Biopharmaceutical has established a quality audit mechanism that integrates both internal and external audits across its major operational bases, ensuring that all business activities are conducted in full compliance with applicable laws, regulations, and industry standards. We conduct comprehensive GMP self-inspections at least once a year, covering all member companies, and carry out special quality audits on a quarterly basis. During the reporting period, member companies conducted over 50 internal quality audits, focusing primarily on sterility assurance, data reliability, and GMP-driven quality improvements. Member companies also actively cooperated with more than 10 external audits conducted by local regulatory authorities and customers, with no major deficiencies found.

For issues or improvement areas identified during quality audits, improvement plans were formulated in accordance with regulatory requirements and promptly implemented. Additionally, we conducted extended investigations into audit findings to identify similar issues in other organisations, with the quality management departments supervising the rectification process to ensure comprehensive resolution.

Quality Audit Team Capability Enhancement

To further identify and close gaps with international quality regulatory requirements, in February 2025, Sino Biopharmaceutical engaged third-party audit experts to conduct a simulated audit in accordance with EU and FDA GMP regulations. The audit comprehensively covered personnel qualifications, quality management systems, quality control laboratory management, production management systems, facility and equipment management, material management, and packaging and labelling systems. This helped further identify quality management gaps, optimise the quality management system, enhance overall compliance, and support our expansion into overseas markets.

Product Recalls

Sino Biopharmaceutical strictly follows the requirements of *the Drug Administration Law of the People's Republic of China and the Measures for the Administration of Drug Recalls*, among other national laws and regulations. We have formulated several in-house documents related to product recall management, including the *Product Recall Management Procedures and the Emergency Response Plan for Drug Safety Incidents*, and established a comprehensive recall management process and a tiered handling mechanism. Each production base conducts at least one simulated recall exercise annually to ensure the integrity and reliability of the recall system.

Pertuzumab Injection Simulated Recall Exercise

Pertuzumab Injection is a therapeutic biologic with high efficacy and wide clinical application, which makes product recalls relatively complex. In September 2025, Sino Biopharmaceutical conducted a simulated recall exercise based on a hypothetical scenario of "product quality defect complaints for Pertuzumab Injection." During the exercise, all participating departments clearly understood their roles and responded swiftly in strict accordance with the recall plan. All inventory products were recalled as scheduled, stored in compliance with regulations, and achieved a 100% follow-up on recalled products.

The exercise validated the effectiveness of the recall system and further strengthened the capability of responsible personnel to manage emergency recall situations.

Emergency and Business Continuity Management

We identify risk events that may affect product production quality and business continuity. For key products and operational sites, we have established business continuity management procedures and formed a business continuity and emergency leadership team. This team clarifies the responsibilities of each department before and after an emergency, the emergency measures to be taken, and the methods and procedures for assessing the impact of emergencies.

Multi-Source Supply to Mitigate External Policy Risks

During the 2025 U.S.-China tariff negotiations, the Company's procurement and R&D teams collaborated to mitigate external policy risks by advancing the development of new suppliers and establishing secondary production sites. They efficiently completed strategic stockpiling valued at approximately RMB45 million, effectively preventing supply disruptions and ensuring business continuity.

Quality Culture

Outstanding quality management requires the participation of every member of the Company. Sino Biopharmaceutical has always been committed to building the atmosphere where all employees participate and share responsibilities for quality management. We promote quality culture with high frequency, wide coverage and diversity contents, making the concept of quality deeply rooted in our hearts and integrated into daily life. Each member company formulates a multi-level quality training plan every year, closely integrating it with the actual production needs. It systematically conducts various quality training programs for all employees (including full-time and part-time employees, etc.) and third-party service personnel, aiming to enhance the quality literacy of all employees and consolidate the quality foundation.

Coverage rate of employee quality training

100%

Average time of training per employee

40.84 hours

For all employees in R&D, production, quality, and related roles, we implement a comprehensive and systematic quality training programme, including onboarding, quality management system training, and job-specific skills development. The training content covers policies and regulations, GMP for pharmaceuticals, management documents, skill enhancement, and basic product knowledge. For key training courses, we promptly conduct assessments, gather feedback through surveys, and perform review and optimisation to ensure the continuous effectiveness of the quality training.

Through various forms such as annual quality conferences, weekly quality meetings, regular reports on pharmaceutical regulations, Quality Month, inspection skills competitions, and quality project evaluations, we consistently communicate and reinforce the company's quality culture and regulatory requirements among all employees to strengthen quality awareness.

In 2025, we provided training on quality-related regulations and standards, such as production quality management, drug registration, and pharmacovigilance, for all employees. Specialised training sessions, covering the Drug Administration Law and microbial & hygiene management basics, were conducted for quality professionals. We also collaborated with external professional institutions to offer a series of training programmes on pharmaceutical quality testing and other quality-related topics.



Striving for perfection in every detail, safeguarding safety in the minutest aspects. From the frontline inspectors to the independent managers, every quality professional in our organization will use professionalism as their blade and responsibility as their shield. They will continuously drive technological innovation, establish a strict system to prevent risks, and firmly adhere to the quality red line without any compromise.

——Meng Pengfei, Quality Control Department I, NJCTT

Routine GMP Training

Sino Biopharmaceutical has established a routine GMP quality training system. In 2025, we implemented tiered and role-specific training for key personnel in production, quality, procurement, and other critical functions, in line with EU, FDA, and domestic GMP regulations. The training programme integrates regulatory interpretations, practical exercises, case studies, and online assessments to continuously enhance employees' compliance awareness and professional capabilities.

"Quality Month" Thematic Activities

In August 2025, Sino Biopharmaceutical organised quality awareness training and promotional activities for all employees during the "Quality Month" campaign. NJCTT launched six major quality-themed training programmes under the theme "Resilience Integrating New Quality, Quality Creating Excellence" for all staff. The training integrated traditional initiatives such as QC circles and knowledge-sharing sessions, while also introducing highly interactive formats, including debate competitions, effectively enhancing employees' quality awareness and embedding the principle of "focus on quality, continuous improvement" into daily operations.







Responsible Employer



Our principles and objectives

We always regard talent as the core driving force behind our development, committed to foster an equal, inclusive, diverse, safe working environment and excellent working experience for employees, providing them with a broad platform for personal growth and career development, continuing to empower employees to grow.

Honors and recognition

ESG Friendly Workplace
Bloomberg Businessweek
Sino Biopharmaceutical

2025-2026 "Excellence in Practice Award"
Association for Talent Development
CT Tianqing

"Best Employer Award"
Liepin
Beijing Tide

Total number of employees

23,826 Persons

Amount paid for employee salaries, benefits, etc.

4,667 RMB million

Average length of training hours per person

73.10 Hours

Supporting staff to participate in external training

420+ Persons

Total tuition fee reimbursement

80 RMB0'000

Employee Rights Protection

Sino Biopharmaceutical regards each employee as its most valuable asset. We firmly safeguard the legitimate rights and interests of our employees and continuously build a diverse team and culture, with the aim of achieving the common growth of the company and its employees.

Employment Compliance

Sino Biopharmaceutical strictly complies with the *Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China*, and the labour rights protection laws and regulations of various domestic and overseas operating locations. We have formulated and strictly enforced a number of in-house documents such as the *Employee Handbook of Sino Biopharmaceutical and the Recruitment Management Policy of Sino Biopharmaceutical*, ensuring employment compliance and avoiding the use of child labour or forced labour. The Company conducts regular audits of employment compliance to safeguard the legitimate rights and interests of our employees.

With the consent of candidates, we conduct strict audits of candidate information through third-party background checks and other methods to avoid potential risks such as child recruitment, illegal employment, and false identities. We have developed a comprehensive emergency response mechanism for various risks in the recruitment process, including measures to handle the mistaken recruitment of children, such as contacting their families and regulatory agencies in their domiciles as soon as practicable to assist in proper placement. In 2025, the Company and all member companies achieved a 100% labour contract coverage rate. During the reporting period, no incidents of child labour or forced labour occurred within the Company or any member companies.

We respect employees' rights to work and rest, and do not encourage overtime or excessive working hours. We comply with national and local labour laws that set limits on weekly working hours, and have established an overtime approval system. Compensation for additional or irregular working hours is provided in accordance with the legal requirements, including time-off in lieu or overtime pay. Through our attendance management system, we continuously track employee attendance and overtime, investigate any irregularities, and adjust resource allocation as necessary to alleviate the workload of affected positions.

Diversity, Equity and Inclusion

We are dedicated to building a diverse and inclusive team and recognizing the potential for innovation and excellence that can result from multicultural exchanges and interactions. We uphold the principles of diversity, equity, and inclusion, and undertake not to discriminate against or treat employees differently based on factors such as race, ethnicity, gender, religion, place of origin, marital status, age, sexual orientation, and gender identity.

In 2025, the Company revised and reissued the *Employee Diversity Policy of Sino Biopharmaceutical (2025 Revised Edition)*, with the aim of further enhancing the management and oversight mechanisms for fostering a diverse culture, promoting the development of a diverse talent pipeline, fostering a diverse and inclusive work environment, and ensuring all employees can gain a sense of belonging, feel respected, and are valued.

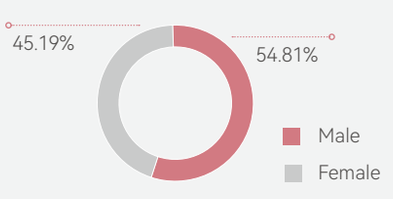
Diverse Team Building

We are committed to recruiting and attracting diversified talents. We welcome candidates of all backgrounds and ensures a fair and equal recruitment process. We stipulate that there must be no bias or discrimination in recruitment, promotion, compensation, etc. The management should consider candidates of different backgrounds fairly and equitably.

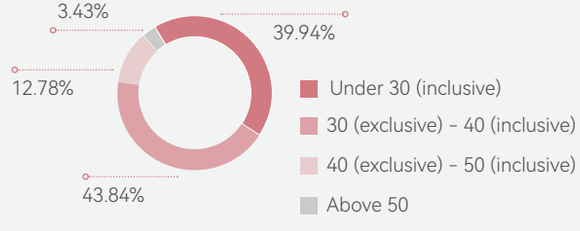
We uphold equal pay for equal work and enter into employment contracts with all employees by law to ensure that employee compensation is not affected by race, ethnicity, gender, religion, place of origin, marital status, age, sexual orientation, gender identity or other factors.

As of the end of the reporting period, Sino Biopharmaceutical had a total of 23,826 employees, including 19,445 employees with labour contracts.

Percentage of employees by gender



Percentage of employees by age group



Diverse team building

Percentage of employees from ethnic minorities	2.77%
Percentage of women in management	46.71%
Percentage of women in managerial positions in revenue-generating functions[5]	47.88%
Percentage of women in STEM positions[6]	59.09%

5.Refers to management roles in production, sales, R&D, or roles that directly contribute to the production of products or services.

6.STEM means Science, Technology, Engineering and Mathematics, refers to the use of scientific, technical, engineering or mathematical knowledge in the daily work of an employee and the utilisation of these skills in the position.

Diversified Culture Building

We uphold openness, inclusivity, and respect for individuality, and are committed to fostering a diverse and inclusive environment that makes multiculturalism a fundamental and welcoming aspect of our corporate culture. The Board of Directors oversees the building, development, and performance of the Company's diversified culture. The Company conducts internal surveys and evaluations related to diversity and inclusion, including employee satisfaction with diversity, areas for improvement in diversity and inclusion, etc., collects employee opinions, and makes targeted adjustments.

To enhance employees' awareness of diversity and promote more efficient teamwork, the Company conducts diversity training for all employees at least once a year and organises unscheduled themed activities to help employees understand the value of a diverse workforce and their roles and responsibilities in collaborating with different teams, departments, and regions.

Sino Biopharmaceutical's Special Initiative on "Diversity, Equity, and Inclusion" Culture Building

To further advance the creation of a diverse, equitable, and inclusive workplace and to build diverse teams, the Company systematically launched a special initiative on "Diversity, Equity, and Inclusion" culture building in 2025.

From June to October 2025, the Company's key member companies—CT Tianqing, Beijing Tide, and NJCTT—successively held the "Sino Biopharmaceutical ESG Day Thematic Activities." A dedicated "Diversity & Inclusion" sub-forum was established, using a variety of engaging formats to deepen employees' understanding of the principles of "diversity, equity, and inclusion."

In November 2025, in conjunction with the official release of the Employee Diversity Policy of Sino Biopharmaceutical (2025 Revised Edition), the Company conducted specialised diversity training for all employees. The training covered policy dissemination, interpretation and advocacy of diversity concepts, and incorporated scenario-based exercises to reinforce cultural awareness, further cultivating a workplace environment characterised by diversity, equity, and inclusion.



The company respects diversity and embraces differences, allowing everyone to shine with confidence. We can leverage our own strengths while also progressing together through mutual understanding and collaboration. Working in such a warm and loving environment makes us feel safe and happy.

——Zhang Li, Human Resources Center, CT Tianqing

Anti-Discrimination and Anti-Harassment

We are committed to upholding a workplace culture based on equality and respect, with a strict zero-tolerance policy toward all forms of discrimination and harassment (including sexual and non-sexual harassment) in the workplace. The Company conducts anti-discrimination and anti-harassment training for all employees at least once a year, fostering a fair, respectful, and inclusive working environment.

We encourage relevant personnel to promptly report any instances of discriminatory or harassing behaviour. We have formulated the *Employee Feedback and Complaint Management Policy of Sino Biopharmaceutical*, which outlines the channels for reporting discriminatory or harassing behaviour, resolutely safeguarding the rights and interests of whistle-blowers.

Upon verification of discriminatory or harassing behaviour, we will take corrective actions and impose penalties such as warnings, demerits, or dismissal based on the severity of the misconduct, in accordance with the Employee Handbook of *Sino Biopharmaceutical and the Furnace Rules of Sino Biopharmaceutical*. Suspected illegal activities will be handed over to judicial authorities for processing. During the reporting period, no lawsuits related to discrimination or harassment occurred within the Company.

For more information on the process of accepting, investigating, handling, and publicising employee complaints and reports, please refer to the "Whistle-blowing and Whistle-blower Protection" section in the "Compliance Operation" chapter of this Report.



Human Rights Protection

We respect and safeguard the legal human rights of every employee, and are committed to upholding the spirit and fundamental principles of human rights protection as outlined in international human rights conventions, including the *UN's Universal Declaration of Human Rights,* the *UN's Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, the International Labour Organisation (ILO)'s Fundamental Conventions on Core Labour Standards, and the Modern Slavery Act.*

The Company has established a systematic human rights due diligence process to routinely examine human rights issues such as forced labour, child labour, human trafficking, freedom of association, right to collective bargaining, equal pay for equal work, and discrimination. This process involves assessing potential human rights risks.

Human Rights Due Diligence Process

Risk assessment	Examine and assess the impact of the Company's operations and management mechanisms on the protection of human rights
Programming	Develop a human rights protection management programme
Monitoring and implementation	Implement the human rights protection management programme and follow up its effectiveness
Evaluation of effectiveness and improvement	Analyse, review, and adjust human rights protection measures to improve the human rights due diligence mechanisms.

For human rights risks identified during the due diligence process, the Company will promptly investigate the incidents and take corrective measures in accordance with the *Employee Handbook of Sino Biopharmaceutical* and relevant regulations, aiming to mitigate and remedy the negative impacts of human rights risks, while providing legal, economic, and other forms of redress to the affected vulnerable groups.

Freedom of Association

We respect the freedom and rights of association of employees in accordance with the *Trade Union Law of the People's Republic of China, the Constitution of the All-China Federation of Trade Unions,* and other existing laws and regulations, as well as relevant laws and regulations that are newly implemented or amended. The Company and all member companies have established corporate trade unions in accordance with the law, and all employees have the right to participate in trade unions as they wish. Every year, the trade unions organise and convene staff representative meetings covering different ranks, positions, and groups to deliberate on key issues concerning employee interests. These meetings facilitate the formation of opinions and suggestions for communication and interaction with relevant companies.

In 2025, the percentage of the Company's regular employees participated in trade unions reached 100%.



Light and Shadow by Ge Yi, CT Tianqing R&D Institute

Talent Management System

We have always regarded its employees as the most valuable asset and strategic resource, committed to creating excellent employee experience and continuously empowering employee growth. We have formulated a comprehensive human resource strategy centred on "talent attraction and retention, organisation building and development, talent cultivation and development, and manpower operation and support," serving as the guiding strategy for the Company's talent management. Meanwhile, the Company has developed and released the *Employee Development Policy of Sino Biopharmaceutical*, systematically regulating talent development planning. This policy outlines several employee development programmes to ensure the necessary resources are invested in the development of employee knowledge and skills, promoting talent attraction and retention, enriching the Company's talent pool, and fostering the development of a sustained talent pipeline.

Comprehensive Human Resource Strategy of Sino Biopharmaceutical

By continuing to build a superior employee experience and empowering employees to grow, we are helping the Company become a leading global pharmaceutical company.

Talent attraction and retention	Organisation building and development	Talent cultivation and development	Human resource operation and support
Talent profiling for key positions	Innovation platform organisation building and staff deployment	Continuously conducting talent inventory and identification of succession and training plans	Strengthening human resources data control at the Sino Pharmaceutical Company level through digital tools
Pipeline of top talents	Unification of the ranking system	Sorting out of the career path of key positions and clarifying their career ladder	Provision of timely, accurate and reliable human resource operation support to employees
Internal implementation of Sino Biopharmaceutical's corporate culture	Continuous iteration of performance management systems to motivate employees' momentum	Optimizing and promoting talent cultivation programmes of Sino Biopharmaceutical, increasing the exchange of talent among the Company and all member companies, and forming a systematic cultivation mechanism.	Improving employee experience by optimizing the efficiency of human resource operation
External buildup of the employer's brand and industry recognition	Unification of overseas business platform and the Company's organisation management to achieve internationalisation	Provision of empowerment learning resources to all employees	
Comprehensive compensation and benefit incentive optimisation	Promotion of organisational integration among member companies and establishment of efficient and collaborative organisations		

Integration | Innovation | Globalization | Digitalization

Science for a Healthier World

Talent Recruitment

We respect the value of every individual and offer transparent, accessible, and welcoming recruitment channels, ensuring that top talent can seamlessly integrate and fully leverage their strengths. The Company continuously invests in resources to attract and cultivate talent, supporting the development of a talent pipeline through diversified recruitment channels. This approach not only optimises the corporate talent structure but also drives the Company's innovation and growth.

In 2025, Sino Biopharmaceutical added 5,238 entry-level employees and 58 managerial staff.

Campus Talent Recruitment

Sino Biopharmaceutical places high importance on discovering and nurturing campus talents, focusing on renowned universities both domestically and internationally. The Company engages with top graduates through campus seminars, specialised recruitment fairs, dual-selection events, and corporate lectures, targeting exceptional fresh graduates. A comprehensive management trainee system is in place to accelerate their career development.

Each member company of the Company has implemented onboarding training programmes for fresh graduates and new employees. Through a variety of training methods, including boot camps and mentorship programmes, these initiatives facilitate the transition from academic life to the corporate environment. They help newcomers quickly adapt to organisational culture, acquire essential job skills, and lay a solid foundation for long-term career development.

Fresh Graduate/New Employee Training Programmes of Sino Biopharmaceutical Member Companies

CT Tianqing	"Tianqing Youth Employee Empowerment" New Employee Learning Project
Beijing Tide	New Employee 180-Day Training Plan
NJCTT	Fresh Graduate Talent Development Programme "Ivy League Talent Training Camp"
Chia Tai Fenghai	"Sunshine Project" Mentorship Programme
Chia Tai Qingjiang	Management trainee programme, new employee training

Intern-to-Full-time Conversion

Sino Biopharmaceutical embraces a long-term approach to internal talent development, strategically building talent pipelines from the ground up by offering internship opportunities and skill-building programmes for students. Exceptional performers are then offered formal employment opportunities. In 2025, the Company achieved an intern-to-full-time conversion rate of nearly 30%.

CT Tianqing, a member company of the Company, has established an intern conversion programme that follows a closed-loop mechanism of "training - job practice - evaluation - hiring." This programme provides internships in various departments, including R&D, production, quality control, and marketing, to students. High-performing interns are directly offered full-time positions, ensuring seamless integration of talent into the organisation.

Beijing Tide, another member company, released its *Intern Management System* in 2025, which provides clear guidelines for intern development, retention assessment, and job grading. The company prioritises high-performing interns who meet the required assessment targets for conversion. Interns who complete a minimum of six months in an internship role that aligns with their full-time position are exempt from the probation period upon transition.

"π Leap Programme" Internship Full-Cycle Development Initiative

In March 2025, CT Tianqing, a member company of Sino Biopharmaceutical, officially launched the "π Leap Programme," a full-cycle internship development initiative aimed at building a high-quality, highly aligned, and high-potential talent pipeline from the ground up. The π Leap Programme has implemented several forward-looking, systematic innovations in human resource management:



Integration of Rigorous Selection and Precision Cultivation

By setting pre-defined qualifications as benchmarks, the programme ensures high-calibre talent entry through rolling screenings and continuous evaluations. With the support of the "70-20-10 Learning Principle" and a dual-mentorship system combining "business + professional" guidance, it accelerates interns' growth through practical, hands-on experience.

Balanced Focus on Mentorship and Closed-Loop Development

HRBPs collaborate closely with Tianqing University throughout the process. Regional managers are regularly invited to share career planning insights and professional knowledge, building a comprehensive growth support system for interns.

Seamless Transition from Internship to Full-time Employment

The programme covers the entire cycle from recruitment and training to assessment and full-time conversion, with a seamless transition into high-potential development plans after conversion. This forms a complete closed-loop cycle of "selection, cultivation, utilisation, and retention."

In December 2025, the "π Leap Programme" received the "Annual HR Leading Practice Award (Case)" at the "2025 GHR Human Resources Industry Awards," recognizing Sino Biopharmaceutical's continuous innovation in talent development strategies and university-enterprise collaborative education.

Industry-Academia-Research Collaboration

Sino Biopharmaceutical continuously develops a highly educated talent pool to meet the pressing demand for exceptional professionals essential for high-quality development. We actively engage with universities and research institutions, establishing a comprehensive, multi-level collaboration system spanning joint research projects, national-level scientific initiatives, co-built student practice bases, and joint talent development programmes. These efforts create a closed-loop cycle of "attracting, cultivating, and retaining talent." As of the end of the reporting period, the Company employed 209 PhD holders and 2,603 master's degree holders, with employees holding a bachelor's degree or higher accounting for 65.6% of the workforce.

In 2025, the Company prioritised advancing partnerships with multiple academic institutions in the areas of industry-academia-research collaboration and joint talent development. We signed joint cultivation agreements with Guilin Medical University, Yanbian University, Beijing Institute of Petrochemical Technology, and others, while establishing student internship and practice bases with institutions such as Cangzhou Medical College. These initiatives provide practical platforms for partner institutions and simultaneously broaden the Company's talent recruitment network.

Postdoctoral Research Stations

Approved in 2012, the Postdoctoral Research Station of Beijing Tide, a member company of Sino Biopharmaceutical, serves as a core platform for attracting and cultivating high-level innovative talent. Leveraging top-tier academic resources and expertise, the station accelerates the translation of scientific achievements into industrial applications.

In 2025, the station further strengthened its collaboration with leading universities, recruiting three new postdoctoral researchers. Through targeted development programmes with Peking University Health Science Center, the CAS Institute of Biophysics, and Shanghai Institute of Pharmaceutical Industry, two researchers commenced their projects. During the same period, three postdoctoral researchers completed their terms and were all retained by the company, injecting fresh talent into the core R&D teams.

Talent Development

We place great value on talent and are committed to our continuous development. We consistently enhance our talent cultivation system to support the steady growth of each employee. Each member company of the Company designs and implements targeted talent development programmes based on organisational development needs and business requirements, continuously empowering both the organisation and its employees. We leverage the resource advantages of our core member companies to promote quality training resources throughout the Company, promoting the formation of a mechanism for staff training and talent development that is led by the advantaged enterprises, with the sharing of quality resources, and the enhancement of all employees.

The training coverage rate for Sino Biopharmaceutical employees

100%

Sino Biopharmaceutical Talent Development System



Middle-to-senior management

- Middle-to-senior management leadership projects
- Middle-to-junior management team "Star Manager" project
- Newly promoted manager training camp
- Mid-level management production system management forum
- Manager talent development programme
- China-Europe Mini-MBA programme

Frontline managers/high-potential talent reserve

- Outstanding young employees "Star Youth" programme
- Marketing office manager star training camp
- New regional manager special training camp
- High-potential new employee "Rising Star" training camp
- High-potential talent "Koi Academy"
- Ivy League reserve project
- Junior supervisor personal growth programme
- Reserve talent selection and training programme
- Team leader management skills training

Professionals/technicians

Marketing functions

- Marketing skills upgrading programmes
- New manager 180-Day training
- Regional manager advanced training camp
- High-performance representative enhancement project

R&D functions

- Research master empowerment project
- Thematic training workshops
- R&D lecture hall

Production functions

- Team leader empowerment project
- Excellence operations talent development
- Lean production project
- Technical talent development project

All employees

Online training platforms

- General management
- Career development
- Culture and policies
- Product knowledge
- Professional and technical skills
- Learning programmes

The Company's Digital Learning Platform

We have established a digital learning platform to support our talent development strategy and foster a learning-oriented organisation. The Company's Human Resources Centre continuously designs and delivers online training programmes, building a comprehensive repository of learning resources. As of the end of the reporting period, the platform offered more than 7,300 programmes across six major categories, including general management, career development, as well as culture and policies, accessible to all employees across the Company.

To enhance employees' motivation for self-directed learning, facilitate cross-departmental knowledge sharing, and encourage innovation, we have developed an interactive learning community leveraging the digital learning platform. Employees are able to engage and exchange insights through professional forums, discussion groups, and other channels, supporting the continuous accumulation of organisational knowledge and its effective transformation into value.



General Training

Sino Biopharmaceutical regularly delivers compliance training to all employees, covering topics such as business ethics, responsible marketing, and occupational health and safety. In addition, the Company organises briefings and interpretation sessions on newly issued policies and internal regulations to ensure that employees carry out their work in full compliance with regulatory requirements and corporate standards.

To align with the evolving digital landscape and advance our "Digitalisation" strategy, we have launched a series of digital transformation programmes, including "Digital Transformation Micro-Classroom" and "AI at Your Service." These programmes support employees in adapting to and mastering the digital tools, processes, and technologies deployed across the Company, thereby enhancing operational efficiency and providing strong support for the Company's overall digital transformation.

Professional Skills Training

Sino Biopharmaceutical provides systematic training covering professional knowledge, core competencies, and career development based on job competency models and business growth needs. Leveraging diversified development channels—including online learning platforms, thematic workshops, expert-led sessions, and mentorship programmes—the Company enables employees to enhance job-specific capabilities in a targeted manner while gaining clarity on their career pathways, fostering coordinated development between individual growth and organisational objectives.

Leadership Training

Sino Biopharmaceutical has established a tiered leadership development system that covers employees at all levels, providing tailored development programmes aligned with different career stages. The Company has developed and released the "LEAD Leadership Model," which focuses on four key dimensions: "setting strategic direction, fostering an enabling organisational environment, creating business value, and driving self-development." This model applies across all business units and leadership levels and is embedded throughout leadership management processes, including workforce planning, selection, evaluation, and development. It supports continuous enhancement of leadership awareness and capabilities across the organisation.

In 2025, the Company launched a leadership development platform accessible to all employees—the "LEAD Leadership" subscription account—which regularly shares practical leadership tools and benchmark case studies, serving as a centralised hub for leadership development.

Leadership Micro-Courses

In 2025, we released a total of 10 leadership micro-courses tailored to employees across different functions and organisational levels. Focusing on foundational leadership capabilities, these courses supported flexible, bite-sized learning.

All Employees	Team collaboration
Frontline Managers	Effective communication, action-oriented execution, resilience building, among others
Middle Managers	Technical mastery and development, building team trust, among others
Senior Managers	Building high-performing teams, among others

Leadership Benchmark Case Sharing

We systematically distilled insights from more than 20 real-life cases of outstanding managers, identifying representative leadership behaviours demonstrated by middle managers in the marketing and production functions. These insights were compiled into the LEAD Leadership Empowerment Practice Case Collection and promoted across the Company as a best-practice reference for all employees.

In addition to our online platform, we implemented a range of leadership development programmes tailored to the development needs of managers at different levels. These included workshops, thematic training camps, AI-enabled coaching, and mini-MBA programmes. Through these initiatives, we continued to identify and develop high-potential employees while enhancing the capabilities of management personnel across all levels.

Leadership Enhancement Programme — "U-HipoStar" Navigation Plan

In April 2025, we officially launched the "U-HipoStar" Navigation Plan as part of our leadership enhancement programme. The initiative aimed to build a sustainable talent ecosystem through a systematic approach to leadership development. This programme focuses on middle and senior managers, with LEAD leadership enhancement as its core framework, strengthening participants' strategic perspective and team leadership capabilities.

As a series of initiatives, "U-HipoStar" was initiated with the Navigation Plan and will gradually expanded to include the "Rising Star Plan" for high-potential successors and the "Together We Grow Plan." Through these programmes, we aim to systematically develop a pipeline of future-ready managers, distil transferable and replicable organisational practices, and establish a structured operating mechanism for our talent development strategy.



Employee Continuing Education and Development

We encourage our employees to pursue further education, supports them to participate in various types of training and learning, and provides resources for their further education programmes, including academic education, certification, accreditation, skills training and attendance of forums and conferences. We encourage all employees to participate in external learning and further education by formulating and implementing support policies and measures, such as reimbursement of tuition fees and leave of absence for work time taken up by exams or classes, to obtain academic qualifications, degrees or certificates.

In 2025

Member companies supported:

Over **420** person-times of external training for employees

Total tuition reimbursements amounting to approximately RMB**800,000**

University-Enterprise Joint Employee Training

We continued to broaden the channels for employees to pursue higher education by establishing cooperative relationships with prestigious institutions. Through joint cultivation programmes, employees were encouraged to apply to designated partner institutions and relevant programmes. These initiatives provided a broader platform for employees' professional growth and development within their respective fields, while fostering alignment between individual career aspirations and the Company's efficient and sustainable development. In 2025, over 100 employees from various member companies of the Company participated in joint cultivation programmes with renowned universities such as Tsinghua University, Fudan University, Nanjing University, Nanjing Tech University, and China Pharmaceutical University. Among them, more than 70 employees were pursuing undergraduate degrees, over 30 were pursuing master's degrees/MBA/EMBA programmes, and 7 were pursuing doctoral degrees.

Development and Incentives

We place great importance on the growth and achievements of every employee, providing well-established career development paths and incentive systems to support their steady progress and mutual value creation. We continuously optimise our talent management model, enhance human resource management efficiency, actively engage in talent development practices, and strengthen incentive mechanisms, with a focus on achieving mutual prosperity and win-win outcomes for both the Company and all employees. In 2025, the Company's return on investment in human capital achieved 591%.

Performance Management System

Sino Biopharmaceutical adheres to the performance management principles of "goal orientation, full participation, objectivity and fairness, and adequate communication." The Company has formulated and implemented the *Performance Management Policy of Sino Biopharmaceutical*, applicable to the Company and all member companies. The Policy clearly stipulates that performance appraisals are based on data and factual evidence, ensuring fairness, impartiality, and transparency in employee performance assessments. The Company has established a Performance Management Committee, with implementation driven by the Human Resources Department, to oversee the setting, alignment, evaluation, and application of organisational performance objectives, ensuring alignment between employees' performance targets and the Company's strategic objectives.

To enhance the objectivity and fairness of assessments, we continuously refine and improve our employee performance management system by introducing OKR management tools and a 360° interactive evaluation mechanism. Evaluation results serve as a reference for individual promotions, salary adjustments, and annual performance assessments, thereby supporting employees' continuous development.

Performance Management System

Performance objective setting	After the Company nails down the annual overall objectives, employees at all levels will set their annual performance targets based on the Company's strategic objectives, along with departmental objectives, individual job responsibilities and annual work tasks.
Performance interviews	Performance interviews are conducted throughout the year, including, but not limited to, performance goal setting interviews, personnel change interviews, talent development interviews, and mid-year/end-of-year performance appraisal interviews.
Performance appraisal	The performance appraisal evaluates various aspects such as task completion, execution ability, communication and coordination skills and leadership. The appraisal results are categorised into five grades, including excellent, outstanding and qualified.
Performance results and applications	This covers various aspects, including performance bonus accounting, annual salary adjustment, promotion, post adjustment, talent development, and more.
Performance feed-back and review	Employees who have comments or objections to the performance appraisal results may communicate with their direct supervisor to resolve related issues. If there is still any disagreement, they can submit written complaints to their direct supervisors within five working days after learning about the appraisal results.

Compensation Structure

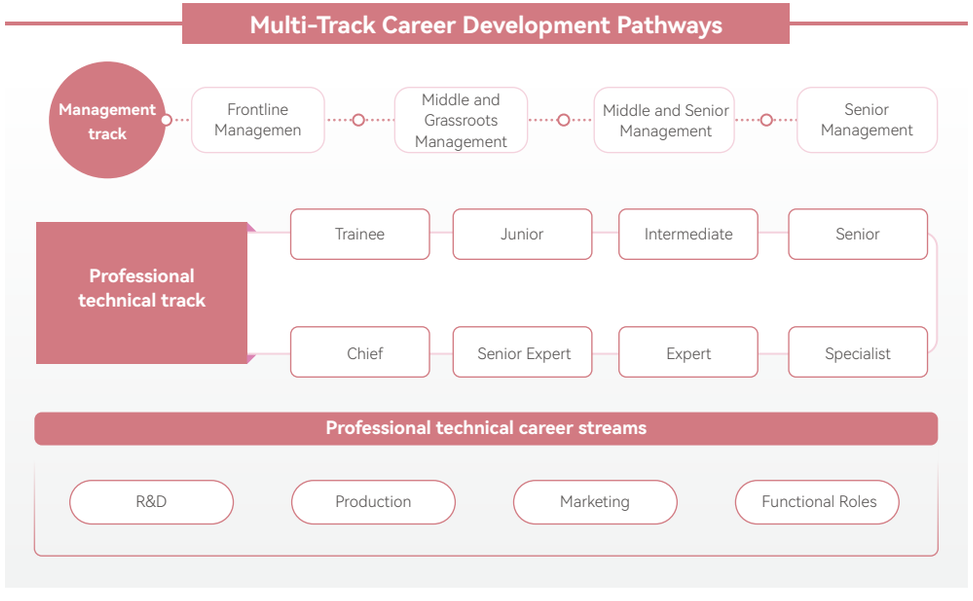
Sino Biopharmaceutical provides all employees with a compensation system consisting of fixed and variable income components. The Company has established four major career streams—R&D, production, marketing, and functional roles—and has implemented differentiated salary bands based on job characteristics. The compensation structure includes base salary, performance-based bonuses, special incentives, project-based rewards, and various allowances. On an annual basis, the Company adjusts employees' variable compensation with reference to a range of factors, including job value, promotion status, performance appraisal results, and market benchmarking data. This approach is designed to enhance employee motivation and unlock talent potential.

Equity Incentives

To ensure the continuous attraction of core talent, we launched an Employee Stock Ownership Plan (ESOP) in 2024 for our core member company, CT Tianqing. The participants of this plan include middle-to-senior management personnel and professionals of equivalent levels who are employed by CT Tianqing (including its wholly-owned subsidiaries), receive remuneration, and have signed labour contracts with CT Tianqing (including its wholly-owned subsidiaries), as well as other personnel deemed eligible for incentives by the Board of CT Tianqing.

Talent Promotion and Development

We continue to enhance our employee career development system, aiming to provide broader development opportunities and support the shared growth of both the Company and all employees. The Company has formulated the *Employee Promotion Management Policy of Sino Biopharmaceutical*, under which four major career streams—R&D, production, marketing, and functional roles—have been developed. The policy clearly defines position and grading standards, promotion eligibility criteria, and application procedures across different career pathways. This supports employees in selecting suitable career development pathways based on their individual capabilities and professional interests, while ensuring a fair and equitable internal career progression process and fostering the rapid development of high-performing talent.



Sino Biopharmaceutical adheres to the talent development philosophy of "internal cultivation as the primary focus, supplemented by external selection," and has established a fair, transparent, and merit-based internal job competition mechanism. In alignment with business development and job vacancy needs, our member companies continuously conduct internal job competitions to select talent across the organisation, broaden employees' career development pathways, and achieve dynamic optimisation of the talent structure. In 2025, 1,129 employees at Sino Biopharmaceutical were promoted internally, while 2,663 employees participated in internal transfers or job competitions.

In 2025

employees receive internal promotion and advancement

1,129 persons

employees participated in internal transfers or internal recruitment

2,663 persons

The Company has innovatively implemented a differentiated job rotation programme, tailoring annual and semi-annual rotation plans for employees at various levels and with diverse professional backgrounds. Through cross-departmental and cross-functional job rotations, employees are provided with opportunities to broaden their career horizons, reassess their personal career development plans, and cultivate multi-skilled, well-rounded talent with diverse expertise and a holistic perspective, leveraging multi-position training mechanisms.

Additionally, the Company implements a successor plan, clearly defining the succession criteria for key positions and the current talent pool. Through a combination of systematic training programmes and one-on-one mentorship from senior employees, successors are fully nurtured until they are fully competent. This ensures a smooth transition for key positions while maintaining the integrity and continuity of the talent pipeline.

Optimisation of R&D Assessment and Incentive System

In 2025, CT Tianqing, a member company of Sino Biopharmaceutical, designed and refined its R&D assessment and incentive system. This system replaces traditional quarterly evaluations with a milestone-based real-time reward mechanism, links the performance of project leaders, discipline heads, and team members through shared project responsibilities, and introduces a resource reallocation mechanism for terminated projects. Assessment metrics focus on project execution efficiency and the achievement of key milestones, with the system design benchmarked against industry-leading standards and professional consulting guidance. This reform has effectively improved R&D efficiency and employee satisfaction, strengthened team collaboration, optimised resource allocation, and ensured alignment between R&D outcomes and the company's strategic objectives.

Employee Communication

Employee Satisfaction and Dedication

We consistently listen attentively to employee feedback, value their workplace experiences, and place strong emphasis on addressing the professional needs and enhancing the work experience of every employee. We conduct annual satisfaction and engagement surveys among all employees to comprehensively gather feedback and suggestions, comprehend their genuine demands and expectations, and enhance organisational effectiveness through effective management measures, thereby providing superior workplace experience.

In 2025, the Company conducted an employee satisfaction and engagement survey across five key dimensions—goals, responsibilities, mechanisms, culture, and talent—encompassing a total of 64 specific items. More than 3,000 valid responses were collected, yielding an overall score of 90.6 out of 100.

Composition of the Questionnaire

Goals

Goal alignment, strategic clarity, goal orientation

Responsibilities

Organisational structure and accountability, division of labour and collaboration, system processes

Mechanism

Operational control, and incentive mechanisms

Culture

Organisational atmosphere, employee engagement, cultural safeguards, change awareness, and encouragement of innovation

Talent

Talent acquisition, talent development and cultivation, and talent deployment

Survey Results and Improvement Measures

Cross-departmental Collaboration Challenges include lack of transparency, lengthy processes, and unclear points of contact	**Recommendation** Establish company-wide, standardised cross-departmental collaboration processes and accountability mechanisms, leveraging digital tools to enhance information transparency and progress tracking
Compensation and Career Development Challenges include insufficient industry competitiveness of compensation, opaque internal salary adjustment mechanisms, and limited career development pathways	**Recommendation** Optimise the compensation and job grading system, and clearly define multi-track career development pathways
Employee Care and Process Efficiency Challenges include limited practicality of employee benefits, lengthy business processes, and inefficient meetings	**Recommendation** Systematically optimise core business processes and streamline meetings and reporting; transform employee care toward management practices of "respect, trust, and empowerment," complemented by personalised and participatory experience design

Whistle-blowing and Complaints

We fully respect employees' rights to whistle-blow and submit complaints, maintain unobstructed feedback channels, and ensure that all reports and complaints are handled fairly. The Company has formulated and implemented the *Employee Feedback and Complaint Management Policy of Sino Biopharmaceutical*, ensuring open communication and appeal channels, providing clear channels for whistle-blowing and complaints, defining investigation and resolution procedures, and safeguarding employees' legitimate rights.

Employee Feedback and Complaint Channels

- Reports to the supervisor or the HR department
- Employee congress, in which all employees have the right to participate independently, forming opinions and providing suggestions on key issues that directly affect them
- Helpline within the office automation (OA) system
- Anonymously accessible question answering service within the OA system
- Reporting issues to the internal audit departments via email at sjjcb@cttq.com
- Reporting issues to the Chairperson via email

Upon receiving a complaint, the Company will promptly contact the complainant to initiate resolution and conduct thorough, effective investigations into all potential violations. If a violation is confirmed, the Company will impose appropriate penalties based on the severity of the case in accordance with the *Furnace Rules of Sino Biopharmaceutical*. Cases involving illegal activities will be referred to the relevant authorities. If the complainant is dissatisfied with the investigation outcome, they may file for a review appeal. The Company will initiate the review process and issue a final decision within five working days.

The Company maintains a zero-tolerance policy toward retaliation for lodging complaints or reports and will accept any reports related to retaliatory actions. For more information on whistle-blower protection, please refer to the "Whistle-blowing and Whistle-blower Protection" section in the "Compliance Operation" chapter of this Report.

Employee Care and Benefits

Compensation and Benefits

Sino Biopharmaceutical places great importance on employee well-being, formulating and continuously improving employee compensation and benefits policies to provide competitive remuneration within the industry and local community.

We build our compensation management system based on the principle of equal pay for equal work, ensuring that all employees' salaries meet or exceed the minimum wage standards of their respective regions. Through industry benchmarking and job value assessments, we continuously optimise our compensation structure to ensure fairness and equity across positions, regions, and genders. Additionally, we tailor differentiated benefits based on the specific circumstances of our member companies, ensuring that we offer compensation and benefits that are both market-competitive and internally equitable for all employees.

The Company strictly complies with national and local laws and regulations, comprehensively protecting employees' basic welfare. All employees are entitled to "five social insurance and one housing provident fund" benefits, along with statutory holidays. In addition to the mandatory benefits stipulated by law, the Company provides a wide range of non-remuneration benefits, including various leave entitlements, allowances, supplementary insurance, and holiday benefits. These benefits cover various aspects of employees' work and life from recruitment to retirement, providing comprehensive care and support for employees and their families.

Statutory Benefits

Social Insurance and Housing Provident Fund

Basic pension insurance, basic medical insurance, unemployment insurance, work injury insurance, maternity insurance, and housing provident fund

Leave Benefits

Statutory holidays, paid annual leave, maternity/paternity leave, parental leave, nursing breaks, sick leave, bereavement/marriage leave, etc.

Non-statutory Benefits
Some benefits are available only to specific group

Housing Benefits

Housing allowance, staff dormitory

Family Support

Supplementary parental leave, nursing rooms, reimbursement for kindergarten fees, reimbursement for urban resident medical insurance, university rewards for employees' children, etc.

Cultural Benefits

Birthday benefits, holiday bonuses, high-temperature consolation gifts, retirement care packages, etc.

Workplace Wellness

Employee mental health counselling services, legal assistance, financial literacy support, family open days, etc.

Transportation Benefits

Commuter shuttle services, transportation subsidies, travel allowances, etc.



Health & Fitness Benefits

Employee sports meets, various sports competitions, gym access, fitness facilities, etc.

Medical Benefits

Annual employee health check-ups, supplementary commercial health insurance, employer liability insurance (for interns only), critical illness relief fund, hospitalisation consolation payments, office first-aid kits, etc.

Training & Development

Onboarding training, targeted development programmes, systematic on-the-job training, and diverse learning channels

Work-Life Balance and Employee Care

We care about the physical and mental well-being of our employees, encouraging them to balance work and life. We actively organise a variety of employee activities to enhance their sense of belonging. The Company pays attention to employees in need, visiting their families during holidays and providing financial and material support, ensuring they feel the care and warmth from the Sino Biopharmaceutical family.

In 2025, the Human Resources Centre of CT Tianqing, a member company of the Company, systematically developed and launched the Employee Assistance Program (EAP), aiming to provide comprehensive psychological, legal, and health support for employees and their families. During the reporting period, CT Tianqing organised 11 EAP lectures, sharing sessions, and consultation activities, covering family support, stress management, health management, as well as legal and financial support. These activities attracted nearly 2,000 participants and received widespread appreciation from employees.

Family Support:

Enhancing parent-child communication and companionship skills

Providing family support and emotional guidance during high school and college entrance exams

Implementing scientific parenting strategies to stimulate children's intrinsic motivation

Stress Management

Through guidance on emotional management and sharing of stress relief techniques, employees are supported in effectively regulating negative emotions and enhancing their psychological resilience and stress coping ability.

Health Management

Using data-driven tools and expert guidance, employees' physical and mental well-being is improved through a full-cycle health management system encompassing "screening, education, intervention, and empowerment."

Legal and Financial Support

Focusing on common legal needs of employees and their families, providing practical legal knowledge and professional consultation

Supporting employees' personal financial planning through analysis of stock and bond market trends, investment risk avoidance guidance, and financial product reviews

"The Voice of Sino Biopharmaceutical" Music Festival

At the end of 2025, Sino Biopharmaceutical launched the inaugural "The Voice of Sino Biopharmaceutical" selection, inviting "talented singers" from all employees across the Company and all member companies.

On February 1, 2026, the "The Voice of Sino Biopharmaceutical" music festival—an exclusive event for our employees—opened grandly. Following multiple rounds of preliminary selection, 16 contestants advanced to the final stage. The venue was illuminated with dazzling, star-like lighting and fully occupied by an enthusiastic audience, who waved glow sticks in high spirits. On stage, contestants delivered passionate performances, with each song met by thunderous applause. Ultimately, two participants from member company CT Tianqing were honoured with the Judges' Choice Champion and the Popular Vote Champion, respectively.

This event leveraged musical competition to artfully integrate personal narratives, team achievements, and the Company's corporate culture. Adhering to professional music production standards, the festival featured a live band and backing vocal team, creating an immersive audiovisual experience while leaving a profound and heartwarming collective memory for all participants.





"I See The Magnificent Light" Brand 10th Anniversary Employee Photography Contest

The "I See The Magnificent Light" National Medical Staff Photography Exhibition is a nationwide healthcare industry photography event co-organised by CT Tianqing, a member company of Sino Biopharmaceutical, and Popular Photography magazine, among other institutions. Since its inception in 2015, the exhibition has been held annually for 10 consecutive years, becoming the most professional, large-scale, and influential photography event in China's healthcare sector.

In August 2025, to commemorate the 10th anniversary of the "I See The Magnificent Light" brand, CT Tianqing, as the organiser of the exhibition, launched the "A Decade of Light, All the Way with Tianqing" employee photography contest in conjunction with the brand. The contest featured two themes: "Capturing Light · Six Actions," which focused on work-related scenarios, and "Capturing Light · Passion," which highlighted life scenes. The contest called for original photographic works from all employees, aiming to capture moments of both medical and humanistic beauty through their lenses, and vividly interpret the company's mission of "Healthy Technology, Warming More Lives."

After nearly two months of submissions, judging, and public voting, 30 winning works were selected, including the Top 10 and Popular Vote winners. These works were showcased at the "A Decade of Light, All the Way with Tianqing" Employee Photography Contest Selected Works Exhibition, held at CT Tianqing's Jiangning facility.

This event not only served as a tribute to the "I See The Magnificent Light" brand through imagery but also became a vivid snapshot of the spirit of all Tianqing employees, showcasing the extraordinary brilliance found in their everyday lives.

"With Tide, Happiness Multiplies" 2025 Tide Family Day

On August 10, 2025, Beijing Tide, a member company of Sino Biopharmaceutical, hosted the 2025 Family Day under the theme "With Tide, Happiness Multiplies." The event, named with love, celebrated both the commitment of "With Tide" and the warmth embodied by "Happiness Multiplies."

This Family Day provided employees and their families with a variety of engaging activities, including dazzling magic performances, interactive sessions with robotic dogs, science experiment showcases, and multi-themed interactive challenges such as "Mission Adventure." These activities offered an immersive experience, bringing joy and excitement to children and adults alike.

Additionally, the event featured a free on-site eye health consultation service provided by professional doctors from Beijing Fuxing Bo'ai Ophthalmology Department Center, ensuring the well-being of Tide employees and their families by safeguarding their eye health.

The event concluded with a corporate tour, where employees' families were given a comprehensive overview of the company's history, current operations, and future direction. This tour effectively illustrated Sino Biopharmaceutical's development philosophy of "Healthy Technology, Warming More Lives," bringing the company's mission to life in a tangible and impactful way.







The rich interactive activities on the Family Day brought great joy to our family members and also enabled them to better understand our business and our original intentions. We are grateful that the company has truly implemented the care measures, which makes us feel a strong sense of belonging.

——Fu Ying, Human Resources Department, Beijing Tide



Occupational Health and Safety

Sino Biopharmaceutical is committed to providing substantial protection for employees' occupational health and safety. We adhere to the safety production policy of "safety first based on prevention and comprehensive control," strictly implementing safety production responsibilities, continuously improving the health and safety management system, and enhancing employees' health and safety awareness to ensure their occupational health and safety. In 2025, Sino Biopharmaceutical did not experience any major workplace safety incidents.

Occupational Health and Safety Management System

Sino Biopharmaceutical strictly complies with the *Law of the People's Republic of China on Workplace Safety, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, and other relevant laws and regulations. We have formulated the *Sino Biopharmaceutical Environmental, Occupational Health and Safety Management Policy*, covering all employees, contractors, visitors, suppliers, and related organisations or individuals. During the policy formulation process, we fully solicit opinions from employees or their representatives to ensure the protection of employee health and the safety of our operations.

In terms of workplace safety management, Sino Biopharmaceutical adheres to the goal of "zero incidents in workplace safety." We implement a mechanism for signing workplace safety responsibility and commitment letters by all employees, pledging to fulfil safety responsibilities. The Company has built a standardised safety management system, implemented graded control and dynamic assessment of safety risks. We continuously conduct workplace safety inspections to assess the effectiveness of our management measures, aiming to eliminate risks and hazards to the greatest extent possible. During the reporting period, we carried out 677 internal and external safety inspections, in collaboration with regulatory authorities in the operating locations of our member companies, internal functional departments, and independent third-party professionals. We achieved a 100% rectification rate for all identified safety hazards.

In terms of occupational health and safety management, the Company has established and continuously improved the occupational health and safety management system based on the Occupational Health and Safety Management System: Requirements with Guidance for Use (ISO 45001), strictly implementing relevant management requirements. The Company regularly organised occupational health status evaluations, completed on-site occupational health hazard factor testing, and provided occupational health examinations for employees to prevent occupational diseases. As of the end of the reporting period, five member companies of the Company have obtained ISO 45001 certification for their occupational health and safety management systems.

Utilizing AI for Safety Hazard Management

In 2025, NJCTT, a member company of Sino Biopharmaceutical, developed the "EHS Hazard Inspection" mini-programme. By leveraging AI capabilities, the platform enables end-to-end management of hazard identification, notification, rectification, confirmation, and summarisation. This initiative advances the digitalisation of safety hazard investigation and governance, facilitating closed-loop management of potential risks.

*This case was implemented by NJCTT, a member company of Sino Biopharmaceutical.

Workplace Safety Culture Building

Sino Biopharmaceutical continues to strengthen the development of a workplace safety culture, transforming safety values into employees' daily practices. We integrate the philosophy of "prevention first" into our institutional processes and leverage key observances such as "Safety Production Month" and "Fire Safety Month" to implement comprehensive and diverse cultural initiatives, including emergency drills, safety knowledge training, and accident case studies. These efforts reinforce employees' sense of responsibility for workplace safety while enhancing their emergency response capabilities.

In 2025, the Company actively delivered safety training through multiple channels, including in-person sessions and online learning. During the reporting period, the Company conducted 218 safety emergency drills, achieved 100% coverage in workplace safety and occupational health training, and recorded an average of 3.7 training hours per employee.

"All-Staff Fire Safety Training" Campaign

In November 2025, aligning with the theme of China's National 34th Fire Safety Awareness Month—"Fire Safety for All, Life First—Safe Use of Fire and Electricity," CT Tianqing, a member company of Sino Biopharmaceutical, launched a series of comprehensive fire safety initiatives. Over the course of a month, the campaign employed a systematic approach combining education, practical training, competitions, drills, and inspections, aiming to enhance employees' fire safety awareness and solidify the foundation of workplace safety through hands-on practice.

During the campaign month, production bases established an integrated online and offline communication network, embedding fire safety concepts into daily operations and fostering a strong corporate culture of "everyone cares about fire safety, everyone participates in fire safety."

To further strengthen employees' resilience and practical capabilities in responding to complex emergencies, each production base conducted a series of realistic, multi-level, and multi-scenario drills during the campaign month. These exercises comprehensively tested emergency plans and response mechanisms, while continuously optimising the company's emergency management system.

Additionally, CT Tianqing emphasized safety management for external suppliers. Contractors participated in fire emergency response skill competitions and electric shock drills for welding operations. Through case analysis, stepwise training, and hands-on exercises, potential blind spots in fire safety were identified and addressed, achieving comprehensive, no-gap coverage of safety management.



Social Contribution



Our principles and objectives

We integrate the concept of building a community of human health into our corporate DNA, focusing on social welfare and promoting social development and community building.

Honors and recognition

Top Bull Award · ESG Public Welfare Pioneer

China Enterprise Reform and Development Society
CSR Cloud Institute

Sino Biopharmaceutical

Total contribution in public welfare

6,965.15 RMB0'000

We place great emphasis on fostering strong relationships with the community and maintaining close communication and collaboration with stakeholders, with the aim of generating positive social impact and supporting long-term sustainable growth. In 2025, leveraging our industry influence and strategically allocating resources, we actively contributed to the community through initiatives such as inclusive healthcare, disaster relief, educational donation, and industry-wide collaboration.

During the reporting period, Sino Biopharmaceutical's total contribution in public welfare amounted to RMB**69.65** million.



In 2025, the Company's philanthropic efforts reached a significant milestone with the official establishment of the Sino Biopharmaceutical Charity Foundation. Moving forward, the Foundation will serve as the central platform for coordinating resources, and for organising and implementing more systematic and professional philanthropic programmes. It will enable more precise alignment with societal needs, promote the sustained expansion of public welfare efforts, and seek to achieve broader social coverage and greater long-term philanthropic impact, thereby reflecting the responsibility and human-centred values of a pharmaceutical enterprise.

——Lin Ran, Director of Sino Biopharmaceutical Charity Foundation



Total contribution in public welfare
6,965.15 RMB0'000

Disaster Relief
903.22 RMB0'000

Rural Revitalisation
278.79 RMB0'000

Educational Donation
171.00 RMB0'000

Public Welfare Charity
3,153.07 RMB0'000

Inclusive Healthcare
2,459.07 RMB0'000

Inclusive Healthcare

We are committed to fully leveraging our pharmaceutical expertise by collaborating with medical institutions and non-profit organisations. Through a range of initiatives—including improving drug accessibility, medication donations, targeted patient assistance, frontline healthcare empowerment, and health education—we strive to extend high-quality medical resources to a broader population, contributing to the realisation of universal health.

All medication donations by Sino Biopharmaceutical are conducted in compliance with applicable laws, regulations, industry standards, and the WHO Guidelines for Medicine Donations.

晴空计划 LIGHTING UP THE WORLD

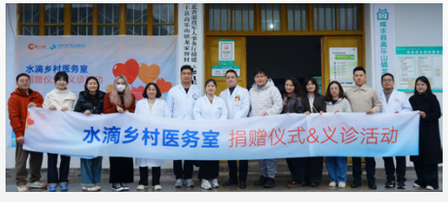
The Lighting up the World Project, jointly launched by CT Tianqing, a member company of the Company, in cooperation with Shuidi GongYi and the China Social Assistance Foundation in 2020. This charitable initiative raises funds for families of seriously ill patients in need and provides medical knowledge outreach, aiming to collectively advance social health development.

By 2025, the Lighting up the World Project had established a dual-mode approach of "empowerment through science outreach + frontline medical support," achieving "targeted urban assistance + rural basic healthcare coverage." In urban areas, the project partners with the Chinese Red Cross Foundation to conduct anti-cancer initiatives, benefiting thousands of patients through expert lectures and peer-sharing sessions. In rural regions, it collaborates with Beijing Shuidi Huiju Charity Foundation to establish "Shuidi Rural Clinics" and organises free medical consultations with top-tier hospitals to address gaps in frontline medical equipment.

The total amount of funds raised by the platform more than	Historical number of fundraising participants more than	Number of charitable initiatives in 2025	Number of public welfare partners in 2025
RMB **33.23** million	**1.86** million	**14**	**29**

Lighting up the World Project - Strengthening the Rural Medical Service Network

In 2025, CT Tianqing, in partnership with the Beijing Shuidi Huiju Charity Foundation, established two "Shuidi Rural Clinics" at the Lizhuang Town Central Health Centre in Lianyungang, Jiangsu Province, and Longjiajie Village in Xianfeng County, Enshi Prefecture, Hubei Province. The clinics are fully equipped with medical devices and supporting facilities for routine diagnosis and health monitoring, effectively enhancing the primary healthcare capabilities of frontline medical institutions. On the day of the donation, local hospitals and medical experts conducted on-site public welfare medical consultations and strengthened the capacity of local healthcare staff through case discussions and technical exchanges.



Rural healthcare represents the "last mile" in safeguarding public health. By integrating facility assistance, professional medical consultations, and capacity-building initiatives, these rural clinics provide accessible, high-quality medical services to rural communities, fortifying the health protection framework essential for rural revitalisation.

Lighting up the World Project - Fuyou Newborn Public Welfare Anti-Cancer Campaign

In 2025, CT Tianqing continued to advance the Lighting up the World Project - Fuyou Newborn Public Welfare Anti-Cancer Campaign in collaboration with the Chinese Red Cross Foundation. The initiative reached tertiary hospitals across Shanxi, Hunan, Hubei, Jiangsu, and other provinces, conducting 10 public welfare anti-cancer campaigns nationwide and organising 162 educational activities. Through expert-led lectures disseminating clinical knowledge and inspirational patient testimonials, the programme enhanced patient understanding of their conditions, strengthened confidence in treatment, and benefited thousands of individuals.



"Nuanyinling" Public Welfare Series Activities

During the 2025 Double Ninth Festival, CT Tianqing, together with Beijing Tide, focused on the growing health challenges faced by the elderly. Through public welfare visits, expert-led educational sessions, and charitable donations, the initiative extended the traditional values of respect and care for the elderly into practical actions supporting chronic disease management, demonstrating a sustained commitment to senior health and well-being.

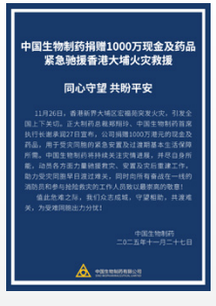


Disaster Relief

We consistently respond proactively to the actual needs of disadvantaged groups in society, delivering practical support to alleviate livelihood challenges. Through targeted acts of assistance, we contribute to the improvement of social welfare, reflecting the responsibility and human-centric values of a pharmaceutical enterprise.

Sino Biopharmaceutical Responds to the Hong Kong Tai Po Fire

In November 2025, a sudden fire broke out at Hong Fuk Court in Tai Po District, New Territories, Hong Kong, attracting nationwide attention. Sino Biopharmaceutical responded swiftly, by donating HK$ 10 million in cash and medicines to support the emergency relocation and basic livelihood needs of affected individuals during the transitional period. By providing timely relief, we established a critical lifeline for disaster-affected communities, exemplifying our responsibility and compassion in partnership with society to alleviate hardship.



CT Tianqing donated RMB**200,000** to Guannan County, Lianyungang City, Jiangsu Province, to support local rural revitalisation initiatives.

Employees of NJCTT participated in Jiangsu Province's "Charity Day Donation" campaign, raising over RMB**20,000** to support diverse public welfare programmes, including medical aid, educational support, elderly care, and assistance for people with disabilities.

Chia Tai Fenghai has cumulatively contributed RMB**220,000** to support livelihood assistance programmes and the upgrade of frontline public welfare services.

CT Tianqing donated medicines valued at over RMB**300,000** to medical institutions in Qinghai Province, reinforcing local healthcare development.

Educational Donation

We have long been committed to educational public welfare, supporting the growth and development of young people through diverse initiatives, including charity walking-based fund conversion programmes, targeted educational donations, and support for university-level scientific research.

CT Tianqing Supports Pharmaceutical Research and Innovation in Higher Education

In 2025, CT Tianqing donated a total of RMB700,000 to four universities, including China Pharmaceutical University, to support academic research and innovation in the pharmaceutical field. These contributions aim to strengthen talent development and scientific research capacity, while continuously promoting industry–academia collaboration and technological advancement.



Charity Walk Campaign Supports Disadvantaged Youth

In December 2025, CT Tianqing launched the "Walk Together for Good" charity walking campaign, converting employees' daily steps into philanthropic contributions. Guided by the principle that "many a little makes a mickle," the month-long campaign engaged more than 1,200 employees and raised nearly RMB40,000 in charitable funds. The funds will be donated to hope primary schools and are specifically designated to support severely disadvantaged youth.

CT Tianqing also procured agricultural products worth over RMB**300,000** for Linquan County Hope Primary School to help ensure adequate nutrition and health support for teachers and students.

In addition, NJCTT donated RMB**12,000** to the Nanjing Dream-True Youth Development Foundation to support targeted youth-focused public welfare initiatives.

NJCTT donated RMB**130,000** to the Education Development Foundation of China Pharmaceutical University to support talent development in the pharmaceutical sector.

Chia Tai Fenghai implemented targeted educational assistance programmes, providing a total of RMB**10,000** in financial support to two underprivileged students.

Industry Collaboration

We remain steadfastly aligned with the strategic direction of Healthy China Strategy, leveraging industrial synergy to drive high-quality development across the pharmaceutical sector. In 2025, we continued to advance cross-enterprise technological collaboration and integrate industrial resources, engaging in comprehensive collaborative efforts in areas such as innovative drug R&D and industrial ecosystem development, thereby continuously supporting the industry's innovation and upgrading.

Leading the Co-Establishment of Jiangsu Provincial Key Laboratory of Antiviral Drugs

In November 2025, the Jiangsu Provincial Key Laboratory of Antiviral Drug Research was officially established, led by our subsidiary CT Tianqing in partnership with the Institute of Medicinal Biotechnology at the Chinese Academy of Medical Sciences. The laboratory will fully leverage academician think-tank resources, strengthen industry-university-hospital collaboration, accelerate the translation of basic research into clinical applications, and enhance the nation's original innovation capacity in antiviral drug development.



Looking ahead, we and our partners will continue to pursue breakthroughs in antiviral drug R&D, contributing to the Healthy China Strategy and supporting high-quality development across the pharmaceutical industry.

Digital Healthcare Bridges the "Last Mile" of Accaccessibility

In May 2025, we deepened our strategic partnership with JD Health to co-develop the "Full Therapeutic Area Drug Zone" and the "Innovative Drug Digital Incubation Platform," redefining equitable access to medicines through a combination of "pharmaceutical warmth + e-commerce speed." Leveraging smart logistics and internet hospital resources, our digital healthcare initiatives have overcome geographical barriers, enabling innovative medicines to reach patients in remote areas within 24 hours. Over the year, this initiative served more than 10 million patients, effectively addressing the challenge of "hard-to-access quality medicines."



Appendix

Appendix I: Table of KPIs

Tables of Environmental KPIs[1]

Indicator Name	Unit	2025	2024	2023
Indicators related to environmental protection operation				
Investment in environmental protection governance	RMB0'000	8,008.40	9,353.70	9,700.34
Percentage of employees who received environmental protection training	%	41	24	24
Total hours of environmental protection training for employees	hours	10,298	9,555	18,119
Average training hours of environmental protection per capita	hours	0.53	0.50	0.85
Indicators related to GHG emissions[2]				
GHG emissions (Scope 1)	tCO_2e	7,685.76	18,238.62	17,046.22
GHG emissions (Scope 2)	tCO_2e	180,006.14	189,981.39	222,193.40
Total GHG emissions	tCO_2e	187,691.90	208,220.01	239,239.61
GHG emission intensity (RMB1 million of revenue)	tCO_2e/RMB1 million	5.90	7.21	8.89
Total renewable energy consumption	MWh	54,464.08	8,873.76	7,504.19
Increase in renewable energy consumption	%	513.77	18.25	76.64
Indicators related to energy consumption[3]				
Natural gas consumption	Cubic metres	2,961,101.10	7,434,898.97	7,129,429.00
Liquefied petroleum gas consumption	Tonnes	4.91	5.38	7.80
Gasoline consumption	Litres	173,018.61	260,093.61	322,963.89
Diesel consumption	Litres	194,409.44	433,996.33	213,578.12
Total purchased electricity	MWh	230,871.84	233,689.98	228,173.37
Purchased steam consumption	GJ	715,723.14	587,121.30	443,237.37
Total comprehensive energy consumption	MWh	465,113.17	483,777.06	479,097.61
Comprehensive energy consumption intensity (RMB1 million of revenue)	MWh/RMB1 million	14.61	16.76	17.58
Indicators related to water consumption				
Total water consumption[4]	Tonnes	2,958,483.00	3,017,531.00	3,038,272.05
Water consumption intensity (RMB1 million of revenue)	Tonnes/RMB1 million	92.93	104.54	113.17
Recycling water of wastewater	Tonnes	16,822.00	8,120.80	27,455.40
Indicators related to use of packaging materials				
Total packaging materials consumption	Tonnes	20,770.01	21,647.46	19,701.29
Packaging materials consumption intensity	Tonnes/RMB1 million	0.65	0.75	0.69
Total packaging materials recycled	Tonnes	62.01	66.14	295.90
Indicators related to hazardous waste discharge				
Total hazardous waste discharged	Tonnes	9,936.51	10,341.35	7,624.66
Hazardous waste discharge intensity (RMB1 million of revenue)	Tonnes/RMB1 million	0.31	0.36	0.28
Indicators related to non-hazardous waste discharge				
Total non-hazardous waste discharged	Tonnes	2,673.72	3,031.43	3,602.59
Non-hazardous waste discharge intensity (RMB1 million of revenue)	Tonnes/RMB 1 million	0.08	0.11	0.12
Indicators related to exhaust gas emissions				
Volatile organic compounds (VOCs) emissions	Tonnes	44.83	30.54	30.72
Nitrogen oxides (NOx) emissions	Tonnes	1.15	1.46	2.42
Particulate emissions	Tonnes	1.98	1.98	1.85

Indicator Name	Unit	2025	2024	2023
Sulphur oxides (SOx) emissions	Tonnes	0.04	1.44	0.23
Indicators related to wastewater discharge				
Total water discharged	Tonnes	1,379,735.05	1,603,520.21	1,435,403.26
Wastewater discharge intensity (RMB1 million of revenue)[3]	Tonnes/RMB1 million	43.34	55.55	52.98
Biochemical oxygen demand (BOD) emissions	Tonnes	27.37	53.94	30.19
Chemical oxygen demand (COD) emissions	Tonnes	87.69	122.04	107.83
Suspended solids (SS) emissions	Tonnes	27.22	23.61	41.17
Ammonia nitrogen (NH_3) emissions	Tonnes	8.22	15.75	11.71

1.Unless otherwise specified, the scope of environmental data for 2025 covers CT Tianqing, Beijing Tide, NJCTT, Chia Tai Fenghai, Chia Tai Qingjiang and LaNova Medicines.

2.The inventory of GHGs encompasses carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs) and other emissions. These gases are mainly derived from energy and refrigerant consumption. GHGs in 2025 are presented on a CO_2 equivalent basis and are accounted for in accordance with the CO_2 Emission Factors for Electricity in 2023 issued by the Ministry of Ecology and Environment (MEE) and the National Bureau of Statistics (NBS) of the People's Republic of China, and the Guidelines on Methodologies and Reporting of GHG Emissions from 24 Sectors in China.

3.Energy consumption is calculated according to the conversion factors set out in the General Principles for the Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020), a national standard of the People's Republic of China.

4.Sino Biopharmaceutical mainly consumes water from the municipal supply, and there is no problem in accessing suitable water sources.

Tables of Social KPIs

Indicator Name		Unit	2025	2024	2023
Indicators related to employment[1]					
Total number of employees		Persons	23,826	24,287	25,880
Employees under labour contracts		Persons	19,445	19,323	21,297
Number of employees by gender	Male	Persons	10,657	10,186	11,168
	Female	Persons	8,788	9,137	10,129
Percentage of employees by gender	Male	%	54.81	52.71	52.44
	Female	%	45.19	47.29	47.56

Indicator Name		Unit	2025	2024	2023
Number of employees by age group	Under 30 (inclusive)	Persons	7,767	8,529	10,158
	30 (exclusive) - 40 (inclusive)	Persons	8,525	7,955	8,208
	40 (exclusive) - 50 (inclusive)	Persons	2,486	2,203	2,248
	Above 50	Persons	667	636	683
Percentage of employees by age group	Under 30 (inclusive)	%	39.94	44.14	47.70
	30 (exclusive) - 40 (inclusive)	%	43.84	41.17	38.54
	40 (exclusive) - 50 (inclusive)	%	12.78	11.40	10.56
	Above 50	%	3.43	3.29	3.21
Number of employees by geographical region	Chinese Mainland	Persons	19,375	19,197	21,134
	Hong Kong, Macao and Taiwan, and overseas regions	Persons	70	126	163
Number of employees by ethnicity	Han	Persons	18,842	18,734	20,578
	Ethnic minorities	Persons	536	510	719
Number of employees by job type	Management	Persons	2,875	1,984	2,080
	R&D	Persons	2,603	2,692	2,943
	Production	Persons	5,260	6,269	6,762
	Sales	Persons	8,707	8,378	9,512
Diverse Team Building	Percentage of Han employees	%	97.23	96.95	96.62
	Percentage of employees from ethnic minorities	%	2.77	2.64	3.38
	Percentage of women in management	%	46.71	51.86	53.32
	Total number of female senior executives	Persons	14	15	-

Indicator Name		Unit	2025	2024	2023
Diverse Team Building	Percentage of women in senior management	%	20	20	-
	Percentage of women in junior management	%	60.59	-	-
	Percentage of women in managerial positions in revenue-generating functions	%	47.88	53.12	-
	Percentage of women in STEM positions	%	59.09	55.87	58.82
	Number of junior-level employees recruited	Persons	5,238	2,692	4,551
	Number of new management personnel	Persons	58	85	74
	Number of new female employees	Persons	2,523	1,549	-
	Number of employees promoted or advanced in rank	Persons	1,129	-	-
	Number of employees in internal transfers and internal recruitment	Persons	2,663	-	-
	Number of doctoral degree holders	Persons	209	170	202
	Number of master's degree holders	Persons	2,603	2,350	2,489
	Percentage of employees with bachelor's degree or above	%	65.6	60.2	58.8
	Number of employees with disabilities	Persons	47	46	44
	Percentage of employees participating in trade unions	%	100	100	100
	Employee satisfaction	%	90.6	90.2	91.2
Employee turnover rate		%	16.83	18.48	18.86
Employee turnover rate by gender	Male	%	17.06	19.58	20.5
	Female	%	16.54	17.21	16.96

Indicator Name		Unit	2025	2024	2023
Employee turnover rate by age group	Under 30 (inclusive)	%	23.06	23.22	23.13
	30 (exclusive) - 40 (inclusive)	%	13.42	14.69	16.24
	40 (exclusive) - 50 (inclusive)	%	7.48	12.79	8.73
	Above 50	%	11.19	14.52	11.3
Employee voluntary turnover rate by geographical region	Chinese Mainland	%	12.74	15.35	-
	Hong Kong, Macao and Taiwan, and overseas	%	16.67	13.10	-
Indicators related to talent development					
Average length of training hours per person		Hours	73.10	79.71	41.30
Employee training coverage		%	100	100	100
Return on investment in human capital		%	591	541	551
Average training hours per capita by gender	Male	Hours	72.62	83.84	42.52
	Female	Hours	73.68	75.10	39.96
Average training hours per capita by job type	Management	Hours	43.65	21.45	43.22
	R&D	Hours	33.60	38.87	27.06
	Production	Hours	181.56	182.14	57.11
	Sales	Hours	33.61	32.22	45.64
Indicators related to occupational health and safety					
Member companies certified by the ISO 45001 occupational health and safety management system		/	4	3	3
Number of work-related fatalities[2]		Persons	0	1	1
Percentage of work-related fatalities		%	0	0.005	0.004
Number of lost days of work per million hours worked		Days	30.06	19.17	25.43
Lost time injury frequency rate (LTIFR)		-	0.47	0.58	0.56

Indicator Name	Unit	2025	2024	2023
Number of internal and external safety inspections	/	677	710	321
Number of security emergency drills	/	218	183	200
Percentage of employees receiving workplace safety and occupational health training	%	100	100	100
Average time of workplace safety and occupational health training received per employee	Hours	3.7	4.1	4.9
Indicators related to supply chain management				
Total number of suppliers	/	3,549	3,792	3,623
Chinese Mainland	/	3,468	3,760	3,576
Hong Kong, Macau, and Taiwan Regions	/	0	1	1
Other countries or regions	/	81	31	46
Number of raw and auxiliary material suppliers with Environmental Management System Certification	/	161	175	233
Percentage of raw and auxiliary material suppliers with Environmental Management System Certification	%	27	21.8	28
Number of raw and auxiliary material suppliers certified with Occupational Health and Safety Management System Certification	/	94	150	179
Percentage of raw and auxiliary material suppliers certified with Occupational Health and Safety Management System Certification	%	16	18.7	21
Percentage of key suppliers promoting and implementing the Supplier Code of Conduct	%	100	100	100
Percentage of key suppliers signing the Supplier Code of Conduct	%	100	100	90+
Percentage of key sub-suppliers signing the Supplier Code of Conduct	%	88	85	70+
Completion rate of supplier audit plans	%	100	100	100
Number of key suppliers	/	588	802	-

Indicator Name	Unit	2025	2024	2023
Purchases from key suppliers as a percentage of total expenses	%	86	43.86	-
Total number of key sub-suppliers	/	2,663	292	-
Number of suppliers with negative impacts based on audit results	/	10	35	-
Number of suppliers with negative impacts for which improvement plans have been developed	/	45	115	-
Number of suppliers with negative impacts that have been terminated	/	5	2	-
Total number of suppliers which support the implementation of improvement plans	/	53	85	-
Indicators related to product quality				
GMP conformity – Domestic APIs	/	114	113	99
GMP conformity – Domestic drug formulations	/	86	89	102
Pass rate in annual GMP inspections organised by domestic pharmaceutical regulatory agencies	%	100	100	100
FDA certificates	/	12	10	6
CE certificates	/	11	9	8
International GMP certificates	/	28	22	19
Number of member companies certified by ISO9001 quality management system	/	4	3	3
Coverage rate of ISO9001 quality management systems certification	%	80	60	50
Coverage rate of quality training for employees	%	100	100	90.1
Average time of quality training per employee	Hours/person	40.84	51.25	4.7
Number of product recalls	/	0	0	0
Number of supplier quality audits	/	309	430	425

Indicator Name	Unit	2025	2024	2023
Completion rate of supplier quality audit plans	%	100	100	99
Number of raw and auxiliary material suppliers with quality management system certification	/	517	327	409
Percentage of raw and auxiliary material suppliers with quality management system certification	%	88	41	39
Customer complaints were handled at a satisfaction rate of	%	100	100	100
Indicators related to inclusive healthcare				
R&D expenses	RMB 100 million	58.66	50.89	44.03
R&D expenses as a proportion of revenue	%	18.4	17.6	16.8
R&D expenses growth	%	15.3	15.6	5.7
Number of innovative drugs approved for launch	/	4	6	2
Indicators related to responsible marketing				
Percentage of employees receiving responsible marketing training	%	100	100	88
Total time of responsible marketing training for employees	Hours	42,369	53,298	50,322
Average hours of responsible marketing training for employees	Hours	2.18	2.95	2.36
Number of new patent applications	/	1,167	1,069	873
Number of new patents granted	/	273	349	276
Indicators related to business ethics management				
Number of concluded legal cases regarding corrupt practices	/	0	0	0
Coverage of anti-corruption training for employees	%	100	100	100
Hours of anti-corruption training	Hours	12,185	16,454	20,433

Indicator Name		Unit	2025	2024	2023
Political donation[3]		RMB0'000	0	–	–
Indicators related to public welfare charity					
Amounts spent on public welfare undertakings	Disaster Relief	RMB0'000	903.22	73.11	852.43
	Rural Revitalisation	RMB0'000	278.79	25.00	36.77
	Educational Donation	RMB0'000	171.00	208.36	17.00
	Public Welfare Charity	RMB0'000	3,153.07	4,035.21	3,127.95
	Inclusive Healthcare	RMB0'000	2,459.07	1,669.02	1,643.59
	Total	RMB0'000	6,965.15	6,010.69	5,677.74

1 The numbers of employees in 2025 by gender, age group, region and job category in this report are derived from data on all employees under labour contracts across all entities consolidated in the Company's financial statements.

2 The Company has retrospectively restated the "Number of work-related fatalities" and "Percentage of work-related fatalities" data for the year 2024. This restatement is due to the fact that, at the time of publishing the 2024 ESG Report, a work-related injury claim from the Company's member company, Chia Tai Fenghai, was still under administrative review, and no final conclusion had been reached. As a result, the claim was not included in the data disclosed for that period. In 2025, the work-related injury claim was concluded with an official determination. To ensure the accuracy, completeness, and transparency of our ESG disclosures, we have retrospectively adjusted the relevant data for 2024.

3 Political donation refers to monetary contributions made to political campaigns, political organisations, public policy initiatives, or related entities or individuals.

Table of Governance KPIs

Indicator Name	Unit	2025	2024	2023
Percentage of independent directors on the Board	%	45	45	42
Percentage of female directors on the Board	%	27.3	27.3	33.3

Appendix II Independent Verification Statement

Verification Statement: EIV2 131438 0002 Rev. 00

To the management and stakeholders of Sino Biopharmaceutical Limited,

TÜV SÜD Certification and Testing (China) Co., Ltd. (hereinafter referred to as "TÜV SÜD") has been engaged by Sino Biopharmaceutical Limited (hereinafter referred to as Sino Biopharmaceutical or "the Company") to perform an independent third-party verification on its *2025 Environmental. Social and Governance (ESG) Report* (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with Sino Biopharmaceutical and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on all the data and information collected by Sino Biopharmaceutical and provided to TÜV SÜD. The scope of verification is limited to the given data and information.Sino Biopharmaceutical shall be held accountable for the authenticity and completeness of the provided data and information (contains assumptions, projections, and/or historical facts).

Verification Methodology

This verification process was conducted by TÜV SÜD's expert team with extensive experience in environmental, social and governance and other relevant areas and drew the conclusions thereof. The verification conforms to the following requirements:

- *International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, Limited Assurance*
- *Sustainability Report Verification Operation Rule (CCB_EIV_GR_002E Rev04)*

In order to perform adequate verification in accordance with the contract and relevant assurance standards, and provide reliable verification for the conclusions, the verification team conducted the following activities:

- Preliminary investigation of the relevant information before on-site verification;
- Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- On-site verification review of all supporting documents, data and other information provided by Sino Biopharmaceutical; tracing and verification of key performance information;
- Special interview with the representative of Sino Biopharmaceutical's management; and held interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- Other procedures deemed necessary by the verification team.

Verification Conclusions

According to the verification, we believe that the data and information presented in Sino Biopharmaceutical's report are objective, factual and reliable, without systematic problems, and also aligned with the principles of inclusivity, materiality, responsiveness and impact.

Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, the company has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. Through expert teams represented by more than 28,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

TÜV SÜD Certification and Testing (China) Co., Ltd is one of TÜV SÜD's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD and Sino Biopharmaceutical are two entities independent of each other and both TÜV SÜD and Sino Biopharmaceutical and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by Sino Biopharmaceutical. TÜV SÜD has not been involved in preparation and drafting and drafting of the Report, except for the verification itself and issuance of this Independent Verification Statement.

Signature:
On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd.



Wenjun Zhu

TÜV SÜD Certification and Testing (China) Co., Ltd. Technical Certifier

Shanghai, China, 16/04/2026

Note: In case of any inconsistency or discrepancy, the Chinese version "Independent Verification Statement" of this verification statement shall prevail, while English translation are used for reference only.

ID: CCB_EIV_F_10.03CS Version: 4 Effective Date: 02 Mar 2026

Appendix III ESG Report Index

Report Chapter		Standard Index	Additional Information and Reasons for Omission
ABOUT THIS REPORT	-	**HKEx ESG Code:** Reporting Principles, Reporting Boundary **GRI Standards:** 2-2, 2-3	This Report is an annual report, which is the same reporting period as the financial report. For any questions and suggestions regarding this Report, please send emails to info@sino-Biopharmaceutical.com. This annual report does not contain restatements of information.
ABOUT SINO BIOPHARMACEUTICAL	-	**GRI Standards:** 2-1, 3-3, 201-1	Sino Biopharmaceutical is listed on the Stock Exchange of Hong Kong Limited (under the code of 1177). The Company operates in the PRC and is headquartered in two locations: Unit 09, 41/F, Office Tower, Convention Plaza, 1 Harbour Road, Wanchai, Hong Kong and 45/F, North Tower, CP Centre, 10 Guanghua Road, Chaoyang District, Beijing
ESG GOVERNANCE	Board Statement	**HKEx ESG Code:** Governance Structure **GRI Standards:** 2-12, 2-13, 2-14, 2-22	
	ESG Vision and Strategy	**GRI Standards:** 2-22	
	ESG Governance Structure	**HKEx ESG Code:** Governance Structure D-Governance 19 **GRI Standards:** 2-12, 2-13	
	ESG Development Milestones	**GRI Standards:** 2-1	
	Management of Materiality Issues	**HKEx ESG Code:** Reporting Principles **GRI Standards:** 2-16, 2-29, 3-1, 3-2	

Report Chapter		Standard Index	Additional Information and Reasons for Omission
EFFECTIVE GOVERNANCE	Corporate Governance	**GRI Standards:** 2-9, 2-10, 2-11, 2-17, 2-18, 2-20, 2-21	For more information on GRI Standards 2-9, 2-10, and 2-11, please refer to the *2025 Annual Report and the Articles of Association*. Additional Information of GRI Standard 2-17: The Company regularly or irregularly provides directors with updated documents on laws, regulations, and regulatory requirements and conducts necessary training. The training includes but is not limited to listing compliance, ESG general knowledge, climate change, risk management, and anti-corruption. For more information on GRI Standards 2-18 and 2-20, please refer to the *Regulations of the Remuneration Committee under the Board of Directors*. Reasons for Omission of GRI Standard 2-21: Confidentiality restrictions: Disclosures of such information are commercially and competitively sensitive and are considered private to employees. Therefore, it is not disclosed.
	Compliance Operation	**HKEx ESG Code:** B6-6.3, 6.5, B7-7.1, 7.2, 7.3 **GRI Standards:** 2-15, 2-24, 2-25, 2-26, 2-27, 2-28, 3-3, 205-1, 205-2, 205-3, 206-1, 417-1, 417-2, 417-3, 418-1	For more information on GRI Standard 2-24, please refer to the official website and the ESG Policies and Commitments of Sino Biopharmaceutical. For more information on GRI Standards 2-25 and 2-26, please refer to the *Policy for Whistle-blowing and Whistle-blower Protection of Sino Biopharmaceutical*. Additional Information of GRI Standard 2-27: The Company did not incur any major violations of laws and regulations during the year. Additional Information of GRI Standard 2-28: Association memberships include The Enterprise Anti-Fraud Alliance of China and The Trust and Integrity Enterprise Alliance.
	Sustainable Supply Chain	**HKEx ESG Code:** B5 **GRI Standards:** 2-6, 3-3, 204-1, 308-1, 308-2, 414-1, 414-2	For more information on GRI Standard 2-6, please refer to the Annual Report 2025.
GREEN DEVELOPMENT	Special Report: Implementation Progress of Phase I Carbon Neutrality Action Plan	**HKEx ESG Code:** A1-1.2, 1.5, A2-2.1, 2.3 D-Strategy-22, 23, D-Metrics and Targets-28, 29, 37, 38, 39, 40 **GRI Standards:** 3-3, 302-1, 302-3, 302-4, 305-3 **IFRS S2 Climate-related Disclosures:** Metrics and Targets	
	Climate Change Response	**HKEx ESG Code:** D-Governance-19, D-Strategy-20, 21, 24, 25, 26, D-Risk Management-27, D-Metrics and Targets-30, 31, 32, 33, 34, 35 **GRI Standards:** 2-19, 3-3, 201-2 **IFRS S2 Climate-related Disclosures:** Governance, Strategy, Risk	For more information on GRI Standard 2-19, please refer to the *2025 Annual Report*.
	Environmental Protection	**HKEx ESG Code:** A1, A2, A3 **GRI Standards:** 2-19, 3-3, 303-1, 303-2, 304-1, 304-2, 306-1, 306-2	

Report Chapter		Standard Index	Additional Information and Reasons for Omission
CORPORATE RESPONSIBILITY	Inclusive Health	**GRI Standards:** 3-3, 203-1	
	Product Responsibility	**HKEx ESG Code:** B5, B6 **GRI Standards:** 3-3, 416-1, 416-2	
	Responsible Employer	**HKEx ESG Code:** B1, B2, B3, B4 **GRI Standards:** 2-7, 2-8, 2-19, 2-23, 2-30, 3-3, 401-2, 401-3, 403-1, 403-2, 403-3, 403-5, 403-6, 403-7, 403-8, 403-10, 404-2, 404-3, 405-1, 406-1, 408-1, 409-1	Additional Information of GRI Standard 2-8: The types of workers who are not regular employees include those under labour dispatch, employed and retained retired staff, interns, and labour outsourcing staff, among others. The total number of such workers is 1,502. For more information on GRI Standard 2-19, please refer to the *2025 Annual Report*. Additional Information of GRI Standard 2-30: Sino Biopharmaceutical is not currently engaged in any collective bargaining agreements. Additional Information of GRI Standard 2-23: For more information on policy commitments, please refer to the official website and the ESG Policies and Commitments of Sino Biopharmaceutical.
	Social Contribution	**HHKEx ESG Code:** B8 **GRI Standards:** 3-3, 203-1, 203-2	
APPENDIX	Table of 2025 KPIs	**HKEx ESG Code:** A1-1.1, 1.2、1.3, 1.4, A2-2.1, 2.2, 2.4, 2.5 B-1.1, 1.2, B2-2.1, 2.2, B3-3.1, 3.2, B5-5.1, 5.2, B7-7.1, 7.3, B8-8.2 D-Metrics and Targets-28, 29 **GRI Standards:** 2-4, 2-7, 301-1, 301-2, 302-1, 302-3, 302-5, 303-3, 303-4, 303-5, 305-1, 305-2, 305-4, 305-5, 305-7, 306-3, 306-4, 401-1, 403-9, 404-1 **IFRS S2 Climate-related Disclosures:** Metrics and Targets	
	Independent Verification Statement	**GRI Standards:** 2-5	

中国生物制药有限公司
SINO BIOPHARMACEUTICAL LIMITED