

2023

Environmental, Social and Governance Report

CONTENTS

About the present report	01		
Message from Management	03		
About Us	05		
Responsible Governance	09	Green Planet	29
ESG Management	11	Environmental Management	31
Business Ethics	13	Practice Green Operations	34
Information Security	15	Combating Climate Change	37
Animal Welfare	16		
Intellectual Property Protection	17		
Helping Customers	19	Warming Communities	43
Quality Assurance	21	Talent Attraction	45
Quality Service	23	Talent Development	49
Sustainable Supply Chain	25	Occupational Health and Safety	57
		Community Development	61
		Appendix	63
		Appendix I: Key Performance Chart	63
		Appendix II: Index of GRI Standards	71
		Appendix III: SASB Sustainability Accounting Standards Content Index	77

About This Report

Introduction

The following is the first annual Environmental, Social, and Governance (ESG) Report issued by BioDuro-Sundia (hereinafter referred to as "the Report" or "ESG Report"). This annual report aims to provide a comprehensive overview of the company’s system development and performance in the areas of environmental sustainability, social responsibility, and corporate governance. It seeks to objectively disclose the company’s management practices and progress toward sustainable development, while addressing the expectations of stakeholders.

Scope and Boundaries of the Report

This report covers the period from January 1, 2023, to December 31, 2023 (hereinafter referred to as the "reporting period" or "current year"). To enhance the comprehensiveness of the Report, certain information extends to previous years and the first quarter of 2024. The scope of the report includes all R&D and manufacturing centers of BioDuro-Sundia in Mainland China, as outlined in the detailed list provided below:

Main Part	Acronyms	Common name
BONO Technology (Beijing) Co.	Beijing Base	-
BONO Bio-technology (Jiangsu) Co.	Jiangsu Base	-
Shanghai Runuo Biotechnology Co.	Shanghai Waigaoqiao Base	-
Fei Ruo Pharmaceutical Co.	Bengbu Base	
Hebei Sundia Pharmaceutical Technology Co.	Shijiazhuang Base	Sundia (name)
Sundia Pharmaceutical Technology (Shanghai) Co.	Shanghai Zhangjiang Base	

Criteria for preparation

This report has been prepared in accordance with the Global Reporting Initiative's Sustainability Reporting Standard 2021 (GRI Standard 2021). At the same time, the report also refers to and responds to the relevant disclosure requirements of the United Nations Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB).

Report Preparation Process

The content of this report was developed through a structured process. Key steps included forming a working group, identifying key stakeholders, conducting stakeholder interviews, prioritizing key ESG-related issues, defining the scope of the ESG report, gathering relevant data and materials, selecting the report framework, drafting the report, designing it, and completing reviews at both departmental and senior management levels.

Confirmation and Ratification

This report was confirmed by management and adopted by the BioDuro-Sundia Executive Committee on June 30, 2024.

Sources of Information and Assurance of Reliability

The information and data presented in this report are sourced from the Company's official documents and statistical reports, and have been reviewed by the relevant departments. The Company guarantees that this report contains no false records or misleading statements and takes full responsibility for the truthfulness, accuracy, and completeness of its contents.

Accessing and Responding to this Report

We highly value the feedback of our stakeholders and encourage readers to reach out to us using the contact details provided below. Your insights and suggestions are essential in helping us enhance both this report and our overall ESG performance. E-mail: info@bioduro-sundia.com

Message from Management

As a company with years of experience in the bio-pharmaceutical field, BioDuro-Sundia has the dual responsibility of promoting the health and well-being of human beings as well as the sustainable development of society. We have embedded ESG concepts in our corporate strategy and are committed to achieving comprehensive improvement in the three dimensions of environmental protection, social responsibility and corporate governance.

Deepen green transformation and lead sustainable development

We actively respond to the challenges of global climate change, continue to optimize our R&D and production processes, reduce resource consumption and waste generation, and strive to achieve energy saving and emission reduction targets in our operations. At the same time, we also actively advocate the green value chain, and work with suppliers and partners to promote the green transformation of the entire industry, contributing to the sustainable development of the planet.

Strengthening social responsibility and creating social value

We adhere to the people-oriented approach, pay attention to the growth and well-being of our employees, and build a diverse and inclusive work environment. We know that talent is the most valuable asset of an enterprise, and we are committed to ensuring that every employee can shine in the big family of BioDuro-Sundia by providing professional training, broadening the career development path of talents, and providing employee care and other measures. In addition, we also actively participate in public welfare undertakings, through inviting science and technology gurus into the campus, providing science and technology popularization for the youth, etc., to give back to the society and help build a healthy world.

Governance enhancement to safeguard development

We adhere to high standards of business ethics and continuously improve our internal control system to ensure the transparency and compliance of our operations. We emphasize risk management and establish a sound risk prevention and control system to ensure the company's steady progress in the complex and volatile market environment. At the same time, we strengthen the management function of the Executive Committee, promote scientific and democratic decision-making, and lay a solid foundation for the long-term development of the Company.

In the future, BioDuro-Sundia will continue to uphold the concept of "following global quality standards and escorting the path of exploration for human health", deepen the ESG practice, and promote the company to move towards a higher level of sustainable development. We believe that through our unremitting efforts, we will be able to create more value for all walks of life and build a broader environment for our employees. We will continue to develop the platform for the community to contribute more positive energy and create a better tomorrow!



About Us

BioDuro-Sundia, a global Contract Research, Development and Manufacturing Organization (CRDMO) with over 28 years of history, is headquartered in Irvine, California. The company's impact spans across borders, with seven state-of-the-art R&D and manufacturing centers in six major metropolitan areas in China and the U.S., and brings together more than 2,000 talented people from around the globe.

With the mission of being a trusted partner in providing global drug discovery, development and manufacturing services, we are committed to providing one-stop and comprehensive services to our partners in the global biotechnology and pharmaceutical fields, covering every key step from early target validation of innovative drugs to commercialization. We have become a trusted partner of many companies in the discovery, development, scale-up and mass production of small molecule and biosimilar drugs. We firmly believe that through continuous technological innovation, strict quality control and efficient operation and management, we will help our clients accelerate their drug discovery and development process and promote the progress and development of the healthcare field with our high quality services.

With our unique technology platform and integrated service solutions, we significantly accelerate the process of new drug discovery and development, effectively reduce the risk of the development process, and thus maximize the value of the process. We adhere to high global compliance and operational standards, uphold the principles of scientific leadership and customer focus, and actively advocate a corporate culture that emphasizes diversity and humanistic care, injecting a strong impetus into the field of new drug discovery and development.

Respect

As a family, we pay full respect to our employees and customers based on equality and understanding.

Responsibility

We are accountable for our actions and behaviors at all times and hold ourselves to established high performance measures.

Perseverance

Even in the face of adversity, we never give up; perseverance leads to victory.

Pragmatism

We define clear metrics for success and deliver results to internal and external stakeholders.

Integrity

We are honest and forthright, open and honest, and uphold high intellectual property (IP) standards.



Responsible Governance

United Nations sustainable development goals to which this chapter responds:



BioDuro-Sundia adheres to the management philosophy of integrity management, adheres to strict standards of regulations and business ethics, continuously improves its internal governance structure and compliance operation system, and carries out the code of business ethics of legal compliance, integrity and self-discipline in all aspects of its daily operations to ensure that the Company's business conduct is in line with the standards.

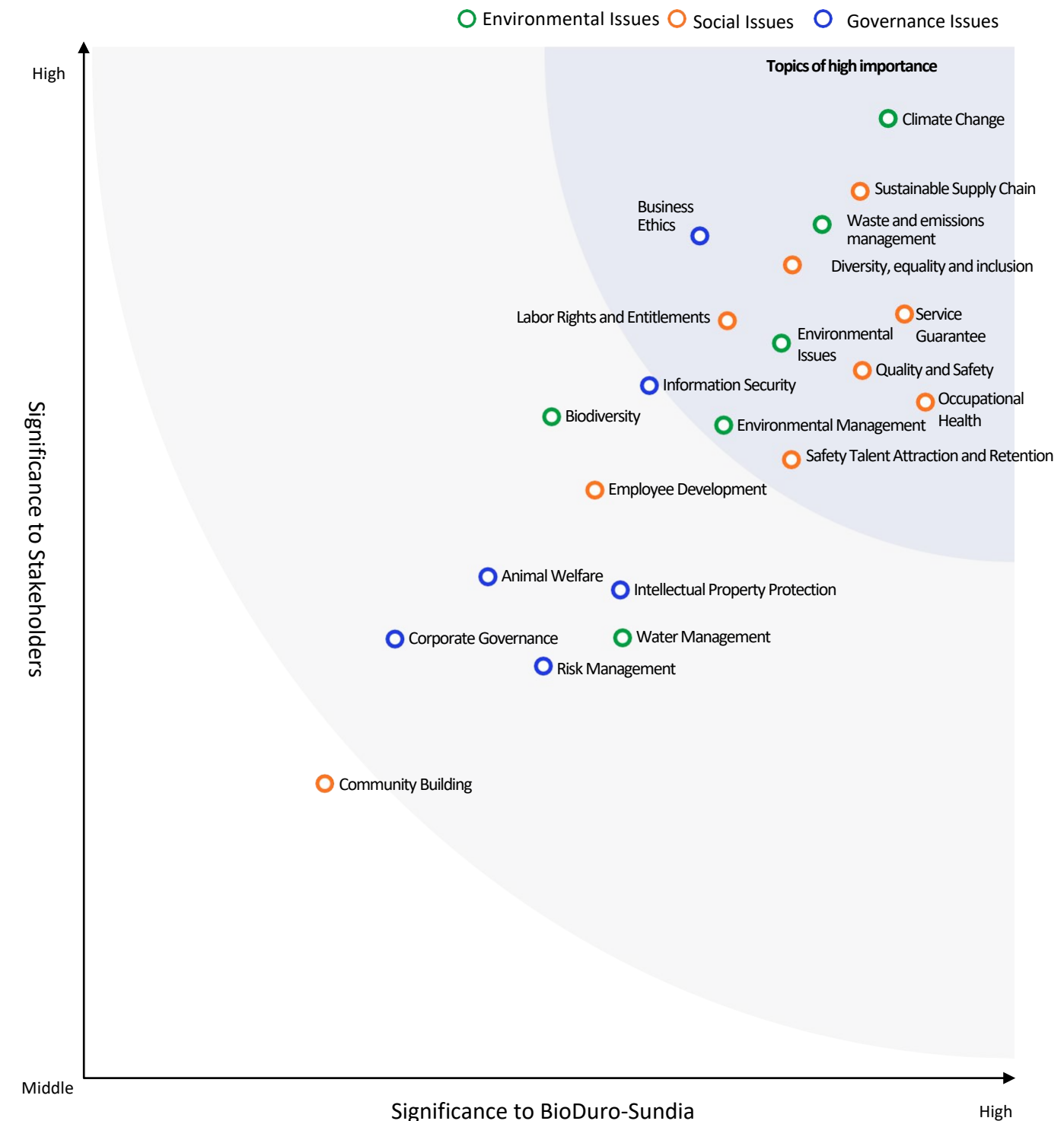
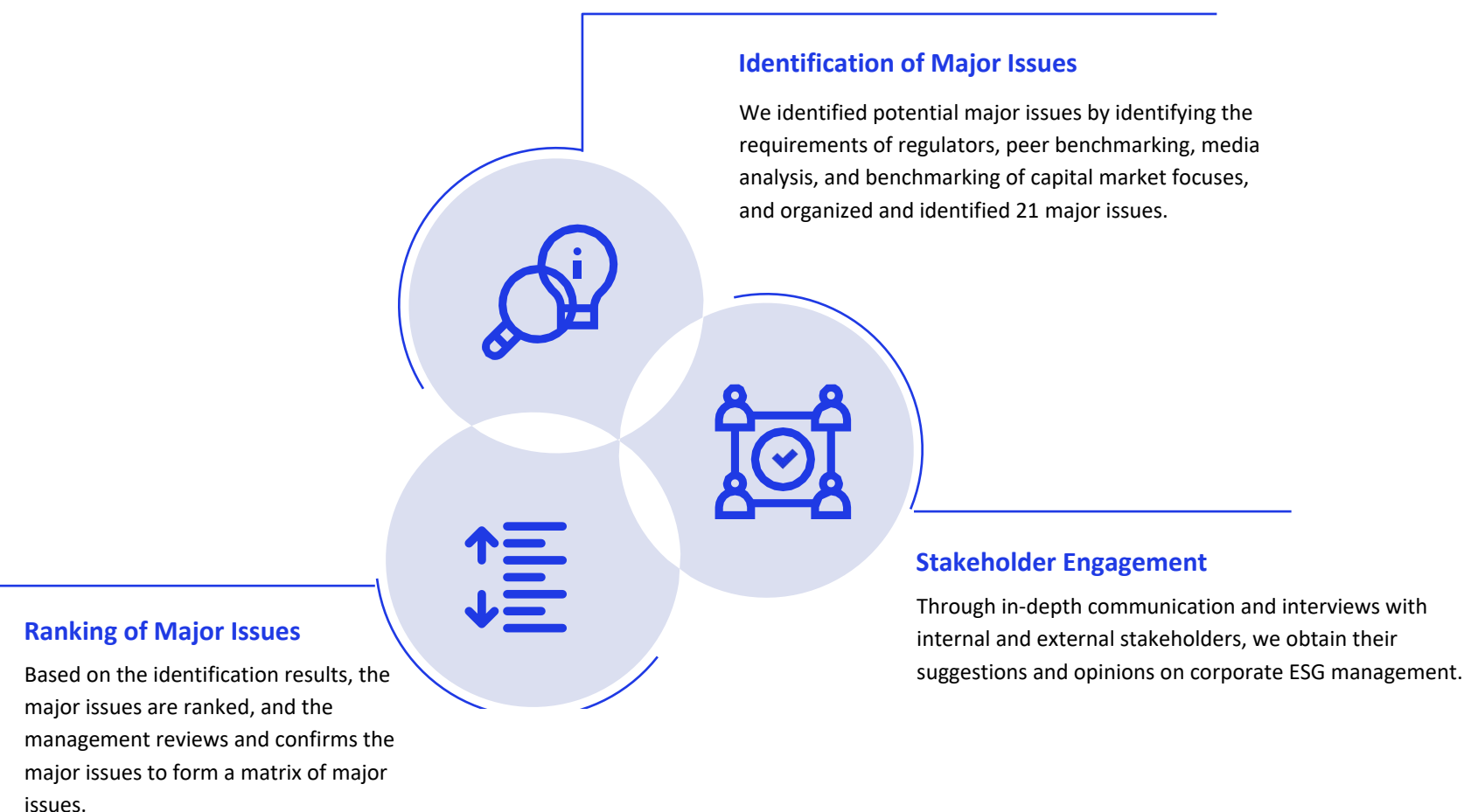


ESG Management

We are well aware of the importance of sustainable development to ensure the long-term and stable operation of the enterprise, and we have integrated the concept of sustainable development into all aspects of the enterprise's operation to continuously improve our ESG governance level. We identify important ESG issues and set ESG targets in light of the industry and the actual situation of the Company. The SG working group, under the leadership of the Company's management continuously improves the internal management system, and each department implements ESG matters and fulfills its responsibilities to stakeholders.

Determination of Major Issues

In order to better respond to changes in internal and external factors, BioDuro-Sundia identifies, evaluates and screens major issues against the practices of leading companies in the peer group, capital market ESG concerns, international standards and regulatory requirements, as well as the concerns of internal and external stakeholders, and assists companies in managing issues related to risks and opportunities.



Business Ethics

BioDuro-Sundia strictly adheres to the Anti-Money Laundering Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, the Interim Provisions on the Prohibition of Commercial Bribery, and other relevant laws and regulations. The company is committed to combating unethical practices such as commercial bribery, corruption, and fraud. To ensure a high standard of conduct, BioDuro-Sundia has developed and implemented its "Policy on Business Ethics," which sets clear guidelines for the company and its employees on issues like corruption and bribery, conflicts of interest, money laundering, and unfair competition.

The Chief Operating Officer (COO) of BioDuro-Sundia holds the highest level of responsibility for business ethics oversight and regularly reports on these matters to the Executive Committee. At the operational level, the Institutional Compliance Department is tasked with ensuring the proper implementation and enforcement of the Business Ethics Policy. Each year, this department reviews the policy to optimize and improve it, aligning it with the company's current situation and stakeholder expectations. The revised policy is then submitted to the Executive Committee for approval and implementation.

In 2023, there were no significant incidents of corruption involving the company or its employees.

Building a Culture of Integrity

The company upholds compliance and integrity as fundamental operating principles, fostering an incorruptible working environment for employees, ensuring a fair and impartial platform for collaboration with suppliers, and adhering to the highest standards of business ethics in all interactions with stakeholders.

To enhance employees' awareness of compliance and instill a culture of integrity, the company has made integrity and anti-bribery awareness mandatory training for all new employees. Additionally, regular business ethics training is provided to all staff. During the reporting period, BioDuro-Sundia conducted business ethics training for all employees in China, covering topics such as anti-corruption, anti-bribery, conflict of interest, and fair competition. Post-training assessments ensure that employees fully grasp the company's business ethics requirements, reinforcing a strong ethical foundation and promoting a culture of integrity across the workforce.

Furthermore, the company regularly conducts risk assessments related to corruption and bribery. It has established internal control mechanisms to mitigate these risks within its operations, which are reviewed periodically to ensure ongoing effectiveness.

Percentage of employees
receiving business ethics
training in 2023

100%

In order to strengthen the integrity management of the procurement process and create a transparent supply chain, BioDuro-Sundia conducts rigorous due diligence on potential partners before signing contracts or engaging in any business cooperation with them, so as to reduce the risk of corruption in the supply chain. After a supplier is admitted into the supply chain, the company clearly specifies transparent terms, confidentiality terms, and an anti-corruption reporting email address in the contract with the supplier to ensure that the supplier understands the company's business ethics requirements.

Reporting Channels and Whistleblower Protection

To enhance the integrity management of the procurement process and ensure a transparent supply chain, BioDuro-Sundia conducts thorough due diligence on potential partners before entering into contracts or business collaborations. This process is designed to minimize the risk of corruption within the supply chain. Once a supplier is integrated into the supply chain, the company includes clear terms in the contract, such as transparency requirements, confidentiality clauses, and an anti-corruption reporting email address. These measures ensure that suppliers are fully aware of and comply with the company's business ethics standards.

Reporting Channels



Hotline

010-80768180



Report

compliance_inbox@bioduro-sundia.com

BioDuro-Sundia safeguards the rights and interests of whistleblowers by implementing a robust whistleblower protection mechanism that ensures strict confidentiality of their information. A series of protective measures have been adopted to prevent retaliation, with the company maintaining a "zero tolerance" policy towards any form of retaliatory action.

The company's whistleblowing hotline is managed by an independent service provider, ensuring confidentiality in compliance with applicable laws. Anonymous reporting is allowed, and the individuals receiving reports are strictly prohibited from disclosing the whistleblower's identity, including their name, department, address, or the details of the report, to the reported person or unit. This ensures that whistleblowers who report in good faith are protected from demotion, threats, or any form of unfair treatment.



Information Security

BioDuro-Sundia places great emphasis on data security and the protection of business information, adhering strictly to the Cybersecurity Law and other relevant laws and regulations in the regions where it operates. The company regulates the information security management system across its R&D and production centers through internal policies such as the "BioDuro-Sundia Information Security Strategy," "Information Security Risk Assessment Management Procedures," and "Third Party Information Security Management Procedures."

We continually improve our information security management system in compliance with applicable laws, regulations, and international standards, including the ISO/IEC 27001 information security management system certification. At BioDuro-Sundia, the Chief Executive Officer (CEO) holds overall responsibility for overseeing information security management. Additionally, a Chief Information Security Officer (CISO) has been appointed to implement information security policies, manage risks, and promptly address any security incidents.

The company's Information Security Department is tasked with conducting annual audits and risk assessments, while the Human Resources Department plays a supportive role in maintaining employee agreements related to information security and ensuring compliance. As of August 2024, BioDuro-Sundia's R&D and production centers, including the Jiangsu base and Shanghai Waigaoqiao base, have achieved ISO 27001 certification.

Information Security Protection Initiative

In response to potential information security risks, BioDuro-Sundia has continuously upgraded and enhanced its network infrastructure to bolster the stability of its information security systems at the technical level. In addition, the company regularly conducts vulnerability scanning, internal audits, and employee security awareness training to strengthen its defense against information and data breaches. These efforts are part of our commitment to standardized and systematic management, ensuring comprehensive prevention of information security risks across all levels of the organization.

Network Infrastructure Enhancement	Vulnerability Scanning	Information Security Audits	Information Security Training	Supplier Information Security Management
Complete the deployment of Cisco SD-Wan, DNAC and other infrastructure, upgrade firewall solutions, and strengthen network security protection	Regularly conduct vulnerability scanning and penetration testing to timely control network security risks and ensure the safe operation of the system	Organize internal information security audit once a year, and rectify risks identified during the audit Accept audit of the company's information security management system by external third party to evaluate the effectiveness of information security control procedures	Invited external information security experts to conduct information security awareness training for all employees in China Strictly regulate the use of computers and information access rights of all employees, and configure privacy filters for the computer screens of key personnel	Conduct information security due diligence before suppliers are accepted, and evaluate suppliers' information security system compliance, the effectiveness of information security risk control measures, and other dimensions Require suppliers to provide proof of qualifications and sign confidentiality agreements to ensure their commitment to complying with BioDuro-Sundia's information security management requirements

Information Security Protection Management Initiative

At BioDuro-Sundia, we prioritize a proactive approach to information security by focusing on prevention before incidents occur and minimizing the impact when they do. To continually enhance our information security management, we have established a comprehensive emergency response process for information security incidents. Regular emergency drills are conducted to ensure the preparedness of our team in handling such situations. During the reporting period, we organized information security emergency drills aimed at improving the team's response capabilities. Notably, in 2023, there were no major incidents of information leakage.

Animal Welfare

BioDuro-Sundia is committed to upholding the highest ethical standards and scientific requirements in animal welfare, ensuring that all animal experiments are conducted responsibly. In accordance with international standards and industry norms, we have implemented a comprehensive system of animal experimentation regulations and welfare protocols. These include the "BioDuro-Sundia Laboratory Animal Breeding and Management Procedures" and the "BioDuro-Sundia Animal Housing Facility Environmental Quality Monitoring" guidelines, which provide a framework for personnel to standardize animal experimentation practices.

Each of our sites has established Institutional Animal Care and Use Committees (IACUC), which are responsible for reviewing laboratory animal management programs, evaluating operational procedures, and inspecting animal housing facilities. The committees also conduct unannounced inspections of experimental programs and gather feedback on animal experiments every six months for discussion and improvement. Written reports are generated to facilitate the continuous enhancement of experimental protocols. During the reporting period, BioDuro-Sundia was accredited by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC International).

Animal Welfare Safeguards Initiative

BioDuro-Sundia actively carries out animal welfare assurance measures, is committed to providing laboratory animals with a healthy and suitable living environment, an abundant feed supply, and minimizing animal stress and suffering.

Animal Welfare Initiatives

Suitable Living Environment

Ensure that the cage size and design for laboratory animals meet national living environment and activity space standards. Conduct weekly microbiological testing of their drinking water, bimonthly testing of the barrier environment, and quarterly testing of equipment cleanliness.

Nutritious Feed Supply

The veterinarian conducts on-site facility visits of qualified feed suppliers, and the supplier is required to provide a third-party feed test report for each batch of feed that arrives. Third-party testing of laboratory animal feed, bedding, and drinking water is conducted every six months.

Reduce Animal Stress

Provide animals with a variety of toys to provide positive emotions; pay attention to disease prevention work, and strictly limit the use of disinfectants and antibiotics.

Animal Welfare Publicity

Regular training on animal welfare and laboratory animal handling is conducted to raise employees' awareness of compliance with animal welfare regulations. All employees can report animal welfare violations or misconduct to the IACUC via email or the suggestion box. The IACUC regularly checks the emails and the suggestion box.

We follow the "3R" principle (1) in our animal experiments and minimize the use of experimental animals by optimizing the experimental process and other initiatives.

- Reduce

Improve the utilization rate and accuracy of experiments on laboratory animals by raising the level of skills in animal experiments and learning new experimental techniques, and reduce the number of laboratory animals
- Optimize

Avoid or reduce pain and distress to animals by improving experimental procedures, including the optimization of experimental design and selection of experimental indicators, as well as the optimization of experimental techniques and conditions
- Replace

lower animals to replace higher animals in preclinical research, such as using humanized transgenic mice to replace dogs, monkeys, and pigs

During the reporting period, the Company's Jiangsu base has passed the animal welfare compliance inspection conducted by the National Forestry and Grassland Administration, and no major non-compliance was found.

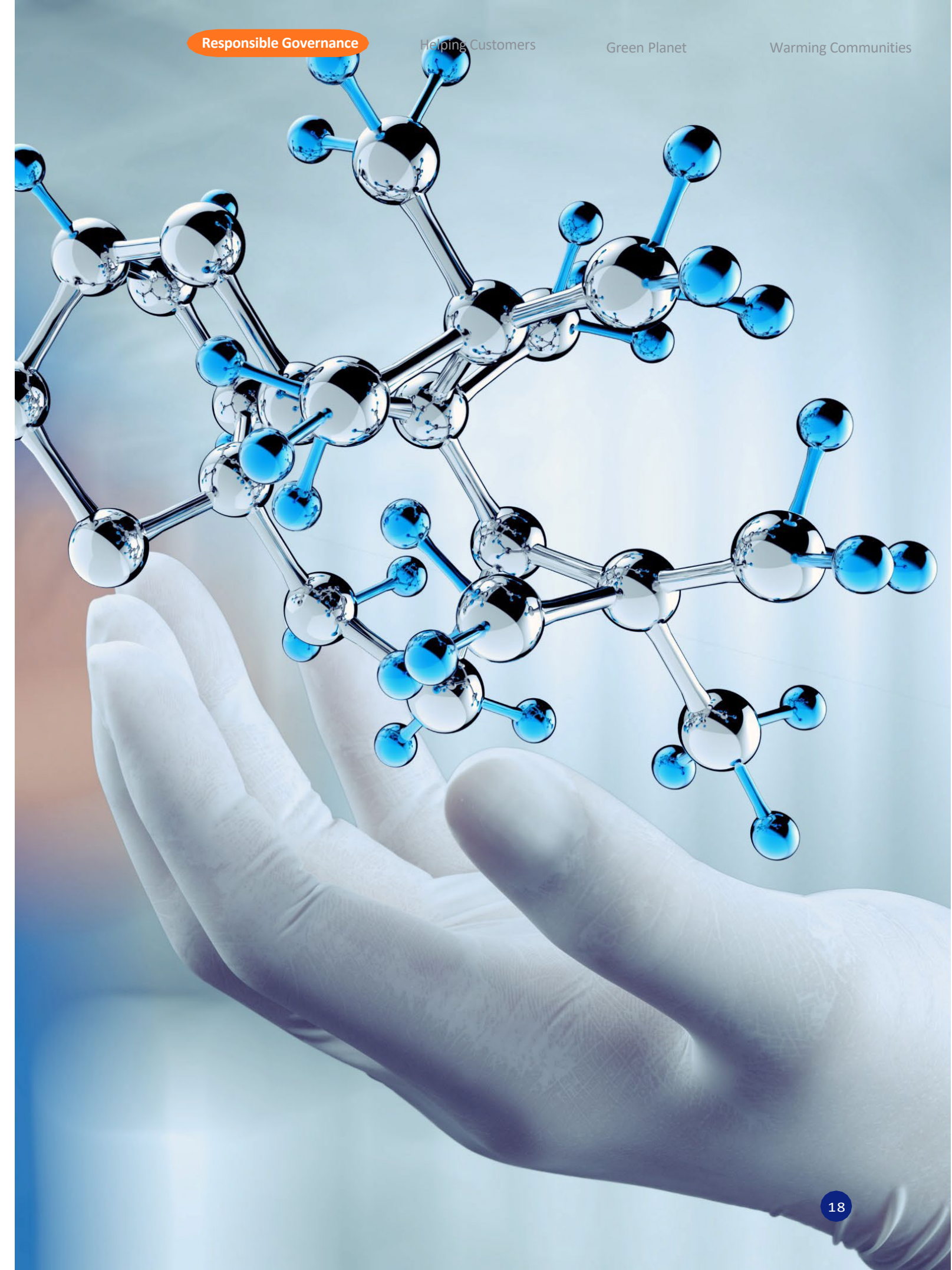
¹ The 3R principle of laboratory animals is the principle of Reduction, Replacement and Refinement.

Intellectual Property Protection

BioDuro-Sundia recognizes that intellectual property (IP) protection is not only vital to the company's development but also a key driver of social progress and innovation. We strictly comply with laws and regulations such as the Trademark Law of the People's Republic of China, the Anti-Unfair Competition Law, and the Measures for the Administration of Intellectual Property Certification. To ensure robust internal management, we have formulated the "BioDuro-Sundia Measures for the Administration of Intellectual Property Rights." Additionally, we have established an intellectual property protection team and require all employees to respect and safeguard intellectual property.

During the reporting period, BioDuro-Sundia held 25 patents and experienced no incidents of intellectual property infringement. The protection of IP serves as a critical defense for safeguarding our research and development innovations from unlawful infringement. To reinforce this, we require all employees to sign confidentiality agreements upon joining and leaving the company, and we implement stringent personnel management practices to protect the Group's intellectual property.

In the event of an intellectual property dispute, we quickly activate a response mechanism, collaborating with a professional legal team to ensure that disputes are addressed in a timely, fair, and effective manner, thus safeguarding the Group's IP rights and brand reputation. To further strengthen awareness and competence in IP protection, we have organized a series of training activities to build a comprehensive intellectual property knowledge system for all employees.



Helping Customers

United Nations sustainable development goals to which this chapter responds



BioDuro-Sundia remains committed to its mission of "becoming a trusted partner in providing global drug discovery, development, and production services." We rigorously ensure product quality and safety, continuously enhance customer service, and actively promote the development of a sustainable supply chain. Our efforts are dedicated to accelerating the introduction of innovative and effective drugs to the market, ultimately benefiting patients worldwide.



Quality Assurance (QA)

In strict adherence to the highest global standards of compliance and quality guidelines, BioDuro-Sundia has established a robust quality management system based on its Quality Manual. This system safeguards product quality and safety through documented control procedures that span the entire product life cycle.

We have implemented a comprehensive quality management structure across all stages of product research, development, and production. Specific, measurable quality objectives are set based on the characteristics of each project and the needs of our customers, ensuring efficient and transparent quality management at every level.

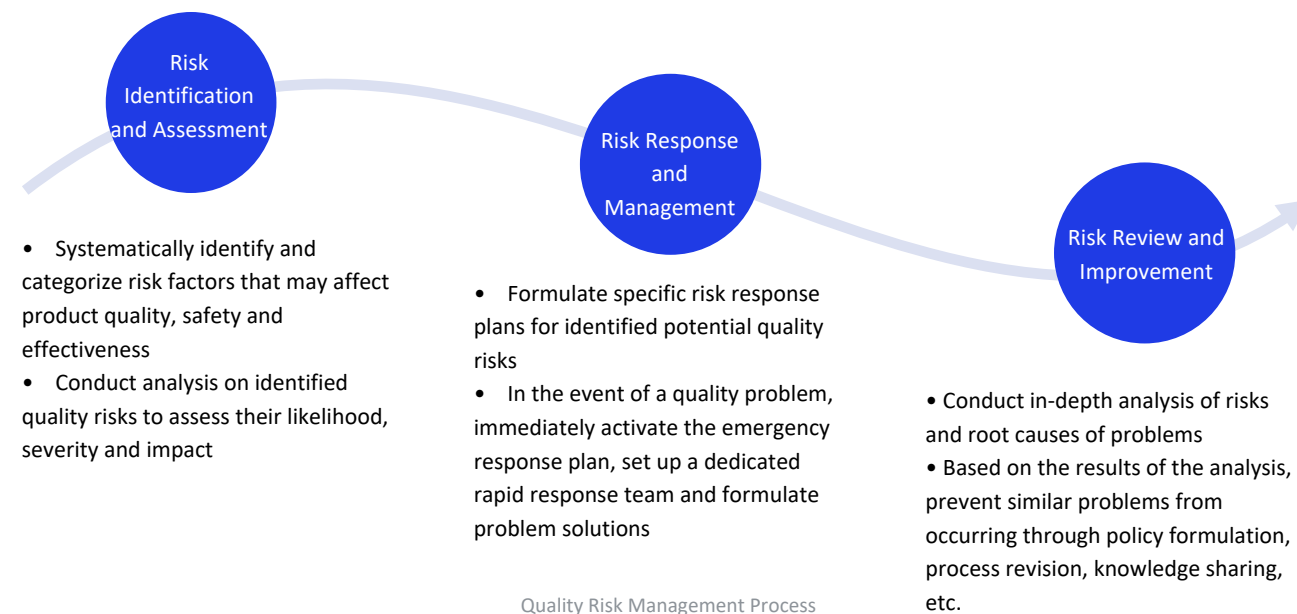
Several of our sites have been awarded the ISO 9001 Quality Management System Certification, underscoring our exceptional quality management capabilities.

Total Quality Management

At BioDuro-Sundia, we believe that product quality and safety are essential to the growth of the industry and the well-being of patients. We place great emphasis on quality management, ensuring the integrity of our products through a rigorous process that includes quality risk management, quality control, quality reviews, and quality audits.

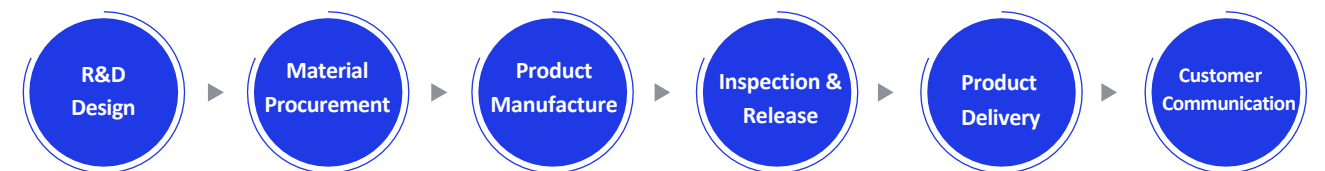
Quality risk management

BioDuro-Sundia acknowledges that effective quality risk management is a vital component of our overall quality management system. To this end, we have developed a comprehensive quality risk management process designed to identify, assess, control, communicate, and review all types of quality risks. This ensures that we consistently deliver high-quality products and services, safeguarding both our clients and patients.



Quality Control

We place significant importance on the outcomes of quality risk identification, analysis, and evaluation. To ensure excellence, we implement continuous quality control measures that span the entire product life cycle and the company's value chain. Our systematic quality management and improvement efforts focus on six key areas: "people, machines, materials, methods, environment, and measurement," ensuring a comprehensive and sustained enhancement of product quality.



Total Quality Control

Quality Review and Quality Audit

We conduct regular quality reviews to assess the effectiveness of our quality management system, ensure compliance with product and service standards, and evaluate the success of our quality risk mitigation strategies. In addition, we carry out internal audits across all major divisions and operating bases at least once a year. These audits generate comprehensive quality audit reports, which guide the implementation of corrective and preventive measures to address any identified deficiencies, ensuring the continuous improvement of our quality management system.

During the reporting period, BioDuro-Sundia underwent multiple quality audits by regulators, clients, and independent third parties. All audits were 100% compliant with quality audit requirements, with no significant findings.

Building a Quality Culture

BioDuro-Sundia attaches great importance to the construction of quality culture, based on the operation of the quality system, regularly carry out quality regulations, quality control, professional skills and other contents of quality.

Annual GMP Basics Training

During the reporting period, we conducted annual GMP (Good Manufacturing Practice) basic knowledge training for all quality-related employees to ensure their understanding and compliance with the company's quality management system. Additionally, we held GMP expert knowledge-sharing sessions to address employee questions and deepen their expertise in GMP practices, further strengthening their knowledge and skills in this critical area.

Premium Service

BioDuro-Sundia is a customer-centered, innovation-driven company that provides high-quality, efficient 'one-stop' services to the world. We will continue to improve our innovative research and development strength and customer service level, and work together with our global partners to promote human health and well-being.

Innovative R&D Strength

Research and development, along with innovation, are key drivers that enable BioDuro-Sundia to enhance its competitiveness and support its global customers. We continue to invest in R&D and innovation, with a commitment to shortening the drug development cycle while continuously improving the quality of our services and advancing alongside the industry.

During the reporting period, we established a Scientific Advisory Board, bringing in renowned experts in small molecule research and biotherapeutic discovery. These experts provide professional advice and guidance, helping to enhance our drug discovery capabilities and capacity. In addition, we welcomed several high-level scientific research talents to further bolster our R&D innovation, accelerating the launch and upgrading of our products and services, and creating greater value for our customers.

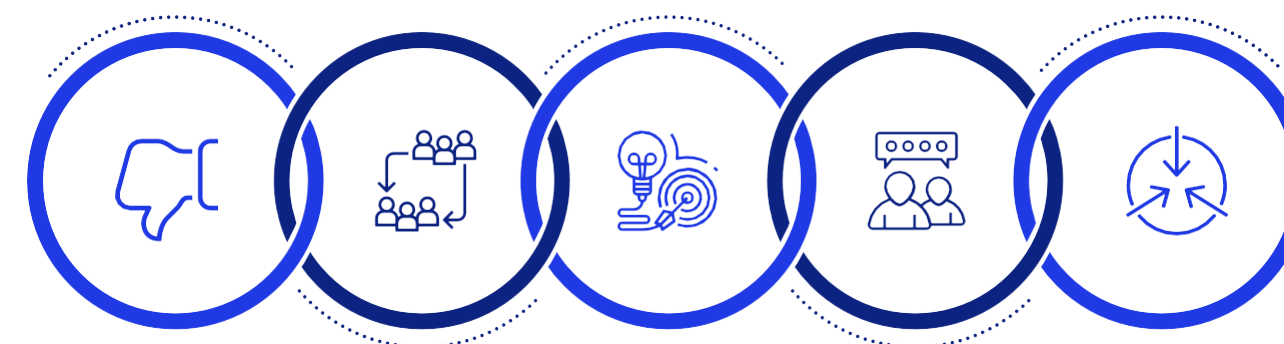
Construction of Platform for Peptide Chemistry and Biology

In 2023, BioDuro-Sundia initiated the development of a peptide chemistry and biology platform, bringing together a professional team of over 20 synthetic chemists and more than 10 biologists. By the end of the reporting period, BioDuro-Sundia had undertaken multiple domestic and international peptide projects, delivering high-quality services to customers. These services are backed by the company's specialized expertise and extensive experience in peptide research and development.

During the reporting period, BioDuro-Sundia was awarded the top ten service provider (Business Process Outsourcing, BPO) award in the life sciences sector for its high-quality service technology and one-stop drug research and development, development and commercial production service platform.

Customer Demand Response

During the reporting period, BioDuro-Sundia was recognized as one of the top ten service providers in the life sciences sector for Business Process Outsourcing (BPO). This award highlights the company's high-quality service technology and its comprehensive, one-stop platform for drug research, development, and commercial production.



Customer Complaint Handling

Maintain timely communication with customers through face-to-face meetings, emails, phone calls, questionnaires, etc. After receiving a customer complaint, the staff member shall fill in a customer complaint record and report it to the responsible department

Customer Complaint Investigation

Classify and manage customer complaints into two categories: quality-related and non-quality-related. Investigate and assess the impact of relevant complaints

Corrective and Preventive Actions

Based on the results of the investigation, the responsible department will formulate a corrective and preventive action plan and continuously track the implementation of relevant measures to prevent similar incidents from recurring. Customer Complaint Handling Process

Customer Response

All customer complaints require an initial response within seven days of receipt, and a final response and outcome to the customer within 30 days

Regular Review

Conduct quarterly and annual reviews of customer complaints, summarize the types and causes of complaints, and carry out targeted customer service capability improvement projects

Improving customer satisfaction is a key objective for BioDuro-Sundia in delivering high-quality services. Every six months, we conduct a comprehensive customer satisfaction survey across various business modules to gain valuable insights into customer satisfaction in areas such as customer service support, product and service quality, delivery efficiency, and intellectual property protection. Based on this data, we develop a customer satisfaction measurement, analysis, and evaluation report.

Each department is responsible for analyzing the causes behind the survey results and addressing any areas of dissatisfaction. Targeted corrective measures are then formulated and implemented to continuously enhance the quality of our services.

Responsible Marketing

BioDuro-Sundia strictly adheres to the relevant laws, regulations, and industry norms in the regions where it operates and has implemented rigorous standards and processes for marketing material review, such as the "Advertising Review Guidelines," to ensure responsible marketing practices. Additionally, we regularly provide training for marketing-related employees, covering topics such as applicable laws and regulations, marketing standards, and product knowledge, to reinforce our commitment to responsible marketing.

During the reporting period, there were no significant marketing-related violations at BioDuro-Sundia.

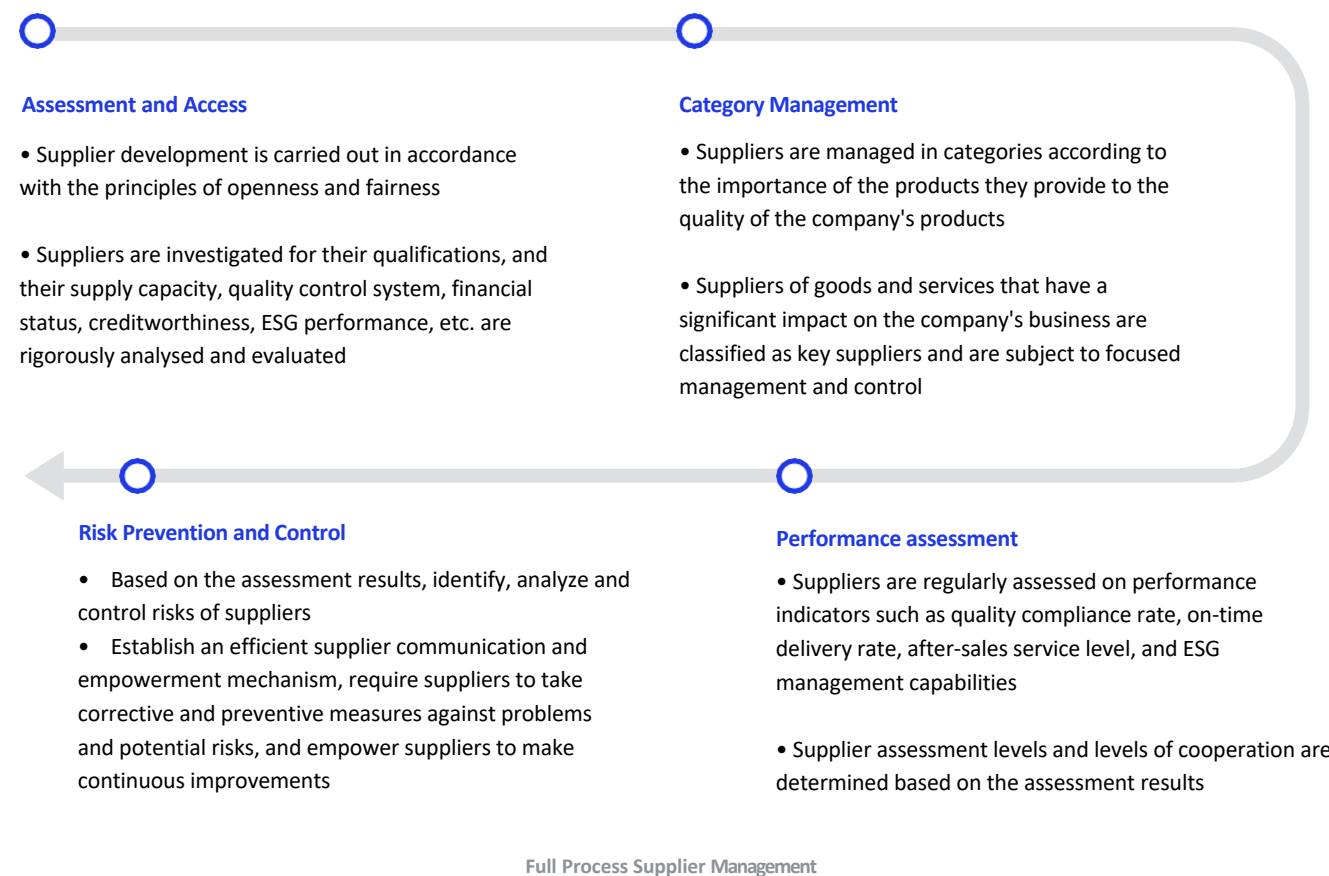
Sustainable supply chains

A stable, healthy and green supply chain is a solid guarantee for sustainable development. BioDuro-Sundia is looking forward to establishing mutual trust and mutual benefit, solid and win-win cooperation with suppliers, continuously optimizing the supplier management system, and making unremitting efforts to build a sustainable supply chain together with suppliers.

Supplier Management System

BioDuro-Sundia regards suppliers as important business partners and provides action guidelines for supplier management and procurement strategy implementation through systems and policies such as the Procurement Management System and the Supplier Management System.

We have established a comprehensive supplier management system to manage the whole process of suppliers from access assessment, risk identification, performance evaluation and capacity enhancement to continuously improve the efficiency of supply chain management and risk control capability.



Sustainable Procurement

A diverse, responsible, and resilient supply chain is essential for maintaining BioDuro-Sundia's sustainable business operations. We are committed to building a sustainable supply chain by integrating sustainable sourcing practices into our supplier management processes and partnering with suppliers to ensure that business is conducted in an environmentally and socially responsible manner.

Sustainable Procurement Policy

During the reporting period, we introduced the BioDuro-Sundia Sustainable Procurement Policy, which outlines the company's goals and principles regarding environmental stewardship, labor and human rights, business ethics, and other aspects of the supply chain. This policy provides a structured and scientific framework for managing sustainable procurement practices.

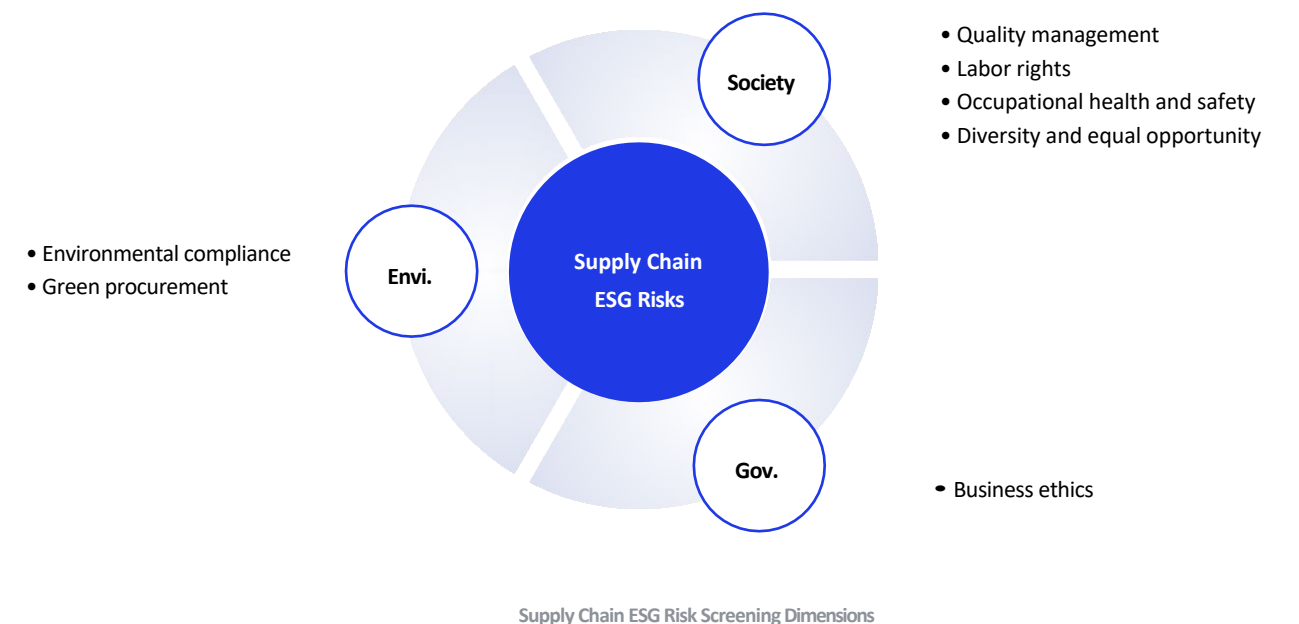
Supplier Code of Conduct

Committed to responsible business practices and in line with internationally recognized standards and initiatives, BioDuro-Sundia has developed a Supplier Code of Conduct, which covers five areas: environmental protection, labor rights, health and safety, business ethics, and intellectual property protection. We require our suppliers to sign and adhere to the Code of Conduct to ensure that they are aware of and comply with the company's business conduct and social responsibility requirements.

At the same time, we incorporate ESG requirements (e.g., environmental responsibility, occupational health and safety, etc.) from our Supplier Code of Conduct into the terms of our supplier contracts, and conduct regular supplier reviews to ensure supply chain integrity and compliance.

Supply Chain ESG Risk Management

BioDuro-Sundia incorporates ESG factors into its supply chain risk identification process and conducts regular ESG risk identification exercises based on the supplier's location, industry attributes, and business category.



Based on the identified ESG risks in the supply chain, we regularly conduct supplier ESG assessments and audits to improve the resilience of the supply chain to risks.

On-site Audits

We conduct regular on-site ESG audits of key suppliers to assess their compliance with standards in environmental management, safety protocols, chemical handling, and occupational health and safety. These audits involve site inspections, employee interviews, and document reviews to ensure suppliers meet our sustainability and compliance expectations.



We comprehensively evaluate suppliers' policies, practices, performance, and supporting documentation in areas such as environmental management, waste disposal, labor rights, and occupational health and safety through detailed supplier questionnaires. The responses are used to generate an assessment report on the supplier's ESG management standards.

Based on the results of supplier ESG assessments and audits, we provide detailed feedback to suppliers and collaborate with them to develop improvement and prevention plans. This partnership helps suppliers enhance their capabilities and effectively manage ESG risks within the supply chain.

Supply Chain Empowerment

BioDuro-Sundia has always practiced the concept of responsible procurement, and has taken actions such as supplier empowerment, supplier diversification, and buyer empowerment to enhance the sustainability of the entire value chain.

We regularly conduct supplier ESG training and communication to publicize the company's policies, latest requirements, capacity improvement projects and related best practices in sustainable supply chain management. During the reporting period, we conducted a number of supplier-specific training sessions on topics such as environmental responsibility, quality control, occupational health and safety, and business ethics to help suppliers continuously improve their ESG management capabilities and performance.

We implement a supplier diversification strategy, and based on the actual business situation, we actively establish cooperation with qualified women-owned businesses, businesses that help people with disabilities, etc., and support their growth and development.

Supplier Capacity Building



Supplier Diversity Support



Supplier Incentive Program



Purchaser Capacity Building



We actively select suppliers that offer environmentally friendly products and services, and provide incentives to suppliers that excel in environmental and social issues.

We regularly provide buyers with special training on sustainable procurement to ensure that they are familiar with the company's sustainable procurement policies, understand environmental and social issues, and incorporate the concept of sustainable procurement into their daily work. At the same time, we have included sustainable procurement indicators in the performance appraisal of buyers to further ensure the effective implementation of a sustainable supply chain management system.

Green Planet

United Nations sustainable development goals to which this chapter responds



BioDuro-Sundia practices the concept of green and low-carbon development, pursuing efficiency and environmental protection in research and development, operations, and other scenarios. It is committed to continuously improving the environmental management system, practicing green operations, addressing climate change, and actively creating a healthy and green development model to build a sustainable future with its partners.

Environmental Management

BioDuro-Sundia actively assumes its responsibility for environmental protection. We strictly abide by the relevant laws and regulations of the countries and regions where we operate, including the Environmental Protection Law of the People's Republic of China, establish and improve our environmental management system, set environmental management goals, strengthen internal and external audit supervision, regularly carry out relevant training, promote the orderly development of environmental management work, and continuously reduce the impact of company operations on the environment.

Environmental Management System

BioDuro-Sundia has established an Environmental Protection Committee, chaired by the general manager, with overall responsibility for the company's environmental management efforts. This committee oversees the implementation of environmental policies and the continuous improvement of environmental performance. The Environment, Health, and Safety (EHS) department coordinates and guides various departments in executing environmental management measures, monitoring environmental performance, and reporting regularly to the Environmental Protection Committee.

To guide our environmental management efforts, we have developed the BioDuro-Sundia Environmental Management Policy, which outlines our commitments, standards, and goals in areas such as energy and greenhouse gas management, water use, waste and emissions management, and biodiversity protection. This policy applies to all operations and employees. Additionally, we have implemented several internal systems, including the Environmental Protection Management Regulations, Safety, Health, and Environmental Protection Responsibility System, EHS Compliance Management, and EHS Training Management. These systems clearly define environmental responsibilities and ensure the effective operation of the environmental management framework.

To maintain EHS compliance, we have established an EHS laws and regulations database that is updated quarterly, identifying any changes that may affect the company. Regulatory updates are communicated to relevant departments and personnel through written notices, EHS public emails, and legal awareness activities to ensure ongoing environmental compliance.

Environmental Management System Certification

Bioduro-Sundia continues to promote environmental management system certification to enhance its environmental management. By the end of the reporting period, several R&D and production centers, including the Jiangsu base, had obtained ISO 14001 environmental management system certification.

Environmental Risk Control

The company places great importance on environmental risk control in its operations. We regularly identify, assess, and control environmental risks by implementing preventive measures. In response to potential environmental pollution accidents, we have developed an Emergency Plan for Environmental Emergencies and established a comprehensive emergency response mechanism to ensure rapid action in the event of an incident, minimizing harm to the environment.

During the reporting period, all R&D centers conducted environmental risk assessments. Additionally, we regularly perform internal EHS audits and invite third parties to audit our environmental performance. In 2023, all R&D and production centers commissioned an independent third party to conduct an EHS audit to assess compliance with EHS laws and regulations, evaluate the implementation of standard operating procedures (SOPs), and review the effectiveness of risk management measures. Corrective and preventive actions are promptly taken in response to any identified issues.

In 2023, there were no violations of environmental protection laws and regulations at any of BioDuro-Sundia's R&D and production centers.

Environmental Protection Training

BioDuro-Sundia actively encourages all employees to participate in environmental management and regularly organizes energy conservation campaigns and environmental protection education activities. These initiatives aim to raise awareness about environmental sustainability and embed the concept of green practices into both the professional and personal lives of our employees. To strengthen environmental awareness and the company's commitment to environmental responsibilities, we provide comprehensive science-based training on environmental protection, energy conservation, and emission reduction for all employees and management personnel. Environmental management policies and practices are integrated into new employee orientation, and specialized training is offered to those directly involved in environmental management roles. In 2023, all BioDuro-Sundia employees successfully completed environmental training courses, further reinforcing our commitment to sustainability across the organization.

Standardized Waste Management Training

In order to improve the professionalism of employees in the field of legal and compliant discharge and promote standardized and regularized management of environmental protection within the Group, all of our research and development and production centers organized and carried out various types of waste management training during the reporting period.

Jiangsu Base

Jiangsu Base has formulated the "Hazardous Waste Standardized Management Training Plan" and carries out pre-job training for newly recruited personnel according to this plan. It also carries out hazardous waste management training for relevant personnel every year, covering current laws and regulations, the company's hazardous waste management system, proper hazardous waste treatment methods and operating procedures, emergency plans, and other content.

Shanghai Waigaoqiao Free Trade Zone

The Shanghai Waigaoqiao Base incorporates relevant laws and regulations and standards for waste management, as well as the definition and classification of waste, into its environmental protection management procedures and new employee training, to raise employee awareness of reducing waste emissions and implementing waste sorting. To enhance the professional capabilities of hazardous waste management personnel, the Shanghai Waigaoqiao Base organizes and carries out training on the transfer of hazardous waste, providing systematic training on transfer operations and processes to ensure that all types of hazardous waste are disposed of properly.

The company regularly sends an EHS Newsletter and BioDuro-Sundia Resource Conservation Initiative to all employees via email to convey knowledge of environmental protection, workplace health and safety, and is committed to raising employees' awareness of energy conservation and environmental protection.



Resource Conservation Initiative



Paper Saving Initiative

In addition, we regularly organize emergency drills for environmental emergencies in order to improve the emergency response capability of our employees.

Environmental Incident Response Exercise

During the reporting period, all R&D and production centers of BioDuro-Sundia organized emergency response drills for environmental emergencies, especially for on-site disposal of hazardous waste leaks, in order to improve the safety and environmental protection response capabilities of employees in the face of emergencies.

Jiangsu

Emergency Drill for Hazardous Waste Accidents

In 2023, the Jiangsu Base organized and carried out a drill for waste liquid leakage accidents, covering all EHS departments, cleaning staff and security personnel. During the on-site drill, all departments responded quickly and carried out disposal work in an orderly manner according to the emergency plan, effectively controlling the simulated source of leakage and safely disposing of the leaked waste liquid. After the drill, the emergency plan was further improved through post-drill analysis.

Shanghai Waigaoqiao Base

Emergency Drill for Hazardous Waste Leak

In 2023, the Shanghai Waigaoqiao Base organized an emergency drill for hazardous waste leaks. During the drill, the EHS department responded quickly, worked closely with security and cleaning staff, and effectively dealt with the simulated leak by wearing protective equipment, setting up a cordon, and using adsorbent materials to contain the leak.

Shanghai Zhangjiang Base

Emergency Drill for Hazardous Chemical Leaks

In 2023, the Shanghai Zhangjiang Base conducted an emergency response drill for environmental emergencies caused by hazardous chemical leaks. The drill strengthened the relevant personnel's understanding of the hazardous waste leak response process and comprehensively tested the base's emergency response and collaborative disposal capabilities.

Beijing Base

Emergency Leakage Drill

In early 2024, the Beijing Base organized more than 10 environmental leakage-related drills, with the participation of all chemists, totaling 365 people.

Shijiazhuang Base

Environmental Emergency Spill Drill

In early 2024, the Shijiazhuang base organized kilo-level laboratory personnel to participate in an environmental emergency spill response drill to improve emergency response capabilities.



Practicing Green Operations

BioDuro-Sundia emphasizes environmental management in the company's R&D operations and is committed to reducing pollutant emissions. We have established internal systems and control procedures for pollutant management and emissions control, and have taken proactive measures to enhance emissions management, reduce emissions and minimize pollution.

Waste and Emissions Management

The company strictly complies with the relevant laws and regulations of the countries and regions where it operates, including the Air Pollution Prevention Law of the People's Republic of China, the Water Law of the People's Republic of China, the Water Pollution Prevention Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, the National Catalogue of Hazardous Wastes, and the Law of the People's Republic of China on the Prevention and Control of Noise Pollution, and continuously optimizes and improves its internal emission management system. The company has formulated internal management systems such as the Environmental Protection Management Regulations, Waste Management Regulations, Hazardous Waste Management Regulations, Wastewater Management Regulations, Exhaust Gas Management Regulations, and Noise Management Regulations to guide and efficiently promote the implementation of emission management. In addition, we hire professional organizations to regularly inspect our emission facilities to ensure that all emissions are disposed of legally and in compliance with regulations, and that emissions are only carried out after meeting the emission requirements.

Waste management

The non-hazardous waste and hazardous waste we generate are sorted, collected, stored on-site, and then handed over to a qualified third-party company for compliant disposal. To ensure the compliance of waste disposal suppliers, BioDuro-Sundia regularly conducts EHS audits of waste disposal suppliers.

BioDuro-Sundia's non-hazardous waste mainly includes office waste, domestic waste and general industrial solid waste. General industrial solid waste is stored separately in a dedicated storage area in accordance with national regulations. Office waste and domestic waste are collected in accordance with the waste sorting principle, and all non-hazardous waste is disposed of in a compliant manner by qualified units.

The company entrusts a qualified third party to dispose of hazardous waste generated during research, development and operations. The hazardous waste generated is temporarily stored in a storage tank according to the classification, and measures such as anti-dispersion, anti-runoff, anti-seepage and rain protection are taken, and regular maintenance and inspections are carried out. At the same time, the company labels storage containers and areas according to regulatory requirements and sets up warning signs to minimize the risk of pollution during disposal. Hazardous waste in office waste is collected separately and disposed of by qualified units.

Waste reduction

In 2023, we implemented a series of measures to reduce waste emissions and improve waste management, including reducing internal waste emissions through material reuse, recycling or reuse, technological upgrades and process optimization, and other measures.

Recycling of Raw and Auxiliary Materials

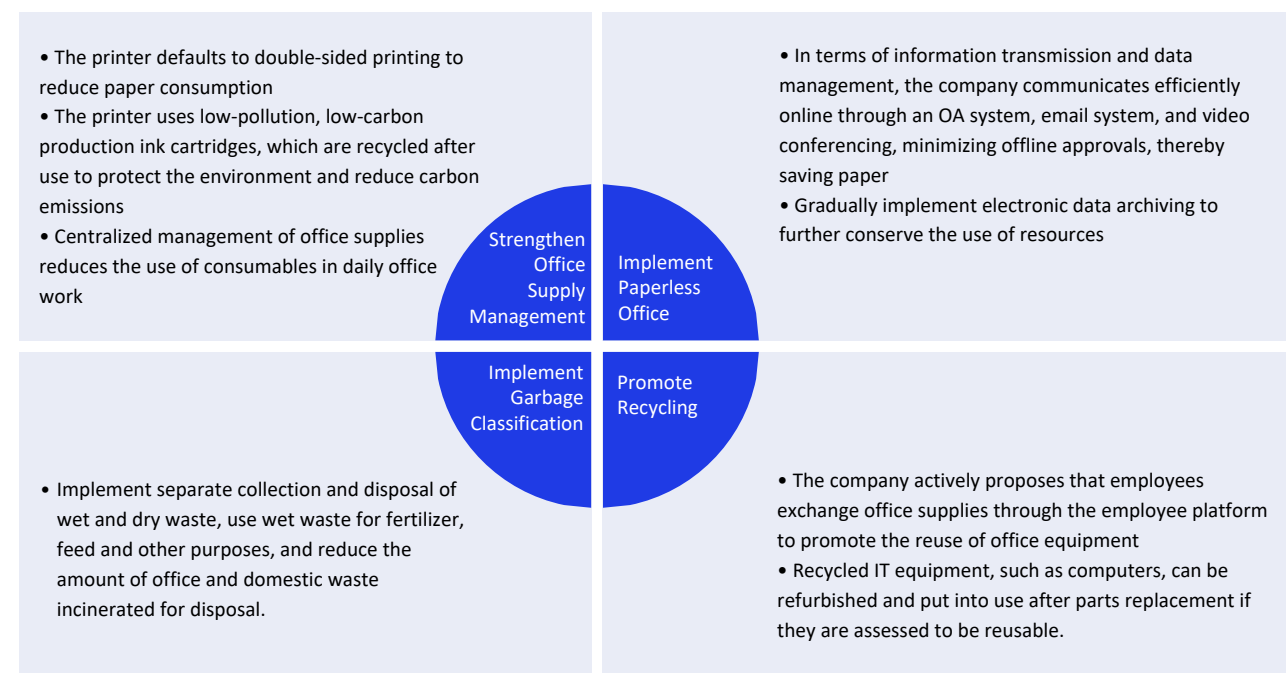
In 2023, Jiangsu Base will reuse the packaging barrels of 25-liter drums of solvents purchased by the laboratory. Under the conditions of meeting environmental protection and safety requirements, Jiangsu Base will remove the original labels on the packaging barrels and use them as waste liquid barrels to reduce the use of packaging and the amount of waste generated. After the implementation of the project, it is estimated that the purchase of packaging barrels for new 25-liter drums of solvents can be reduced by about 0.5 tons per year.

In addition, the Shanghai Waigaoqiao base implements the return of reagents, sharing unused chemical reagents, which saves the purchase of raw and auxiliary materials. During the reporting period, a total of 0.24 tons were returned.

Recycling of Waste Chemical Solvent Drums

In 2023, the Shanghai Waigaoqiao Base will uniformly collect used chemical solvent barrels, retain the original packaging, and return them to the original supplier for refilling and reuse, reducing waste emissions and the amount of hazardous waste incinerated. After the waste chemical solvent barrel recycling and reuse project is implemented, the monthly usage of chemical solvent barrels will be reduced by about 4,000.

BioDuro-Sundia actively promotes green office initiatives, implements resource conservation and recycling measures in the office area, and reduces waste generation.



Wastewater Discharge Management

The company actively manages the wastewater generated from its R&D operations and is committed to preventing harm to humans and pollution of the environment. The wastewater generated by the company is strictly purified and treated through the wastewater treatment equipment via the sewage network. After the treated water quality meets the national and local emission standards, it is then discharged into the park and municipal sewage network through the municipal drainage network in a safe and compliant manner to ensure that the environment is effectively protected.

Exhaust Emission Management

In order to effectively prevent the harm to the environment caused by waste gas emissions, we have formulated internal management procedures, established a waste gas management system, continuously monitored waste gas emissions, and ensured that the waste gas meets the emission standards through activated carbon adsorption, regular optimization of the waste gas exhaust, bottle washing process, and overhaul and replacement of treatment facilities.

Laboratory Exhaust Control Measures Updated

To ensure that our exhaust emissions meet requirements, during the reporting period, the Beijing base updated the measures for treating laboratory exhaust gas. By optimizing and renovating the laboratory exhaust pipes, the Beijing base has ensured that the emission concentration and emission rate of non-methane total hydrocarbons in laboratory exhaust gas meet the “Integrated Emission Standards of Air Pollutants”. The emission rate of representative exhaust pipes has been reduced by more than 90% compared to before the renovation.

Noise management

The company actively takes noise protection measures and regulatory measures to reduce noise, and is committed to ensuring the living and working environment of surrounding residents and employees. For high-noise operations, the impact of noise pollution on scientific research and office activities during construction is prevented by reasonably arranging the construction period and taking necessary sound insulation and noise reduction measures. In addition, the company regularly hires third-party organizations to test the management of noise at the factory boundary to effectively monitor compliance.

Water Resource Management

BioDuro-Sundia always implements the concept of water conservation and actively carries out water resource management improvement projects. We promote the use of water-saving appliances, post “Save Water” slogans in water-using areas, and eliminate wasteful behaviors such as water pipes running, spurting, dripping, and leaking through regular equipment inspections. The Shijiazhuang base has reduced water consumption and promoted water recycling by replacing water condensation pipes with air condensation pipes and sealing them for conversion in winter; implementing a water recycling mechanism; and circulating water using water pumps and buckets when necessary. The wastewater generated by the R&D building at the Bengbu base is treated by an integrated sewage treatment plant, and the reusable water is collected and reused. In 2023, the amount of recycled water was 45 tons.

Responding to Climate Change

BioDuro-Sundia recognizes the impact of climate change on its business operations and on society, and is committed to reducing unnecessary energy consumption, advancing the use of energy-efficient technologies and renewable energy sources, and reducing greenhouse gas emissions, and hopes to work with stakeholders, including suppliers, to address the challenges posed by climate change and to create a sustainable future.

Climate Change Action

Carbon Neutral Action

Our Goals

BioDuro-Sundia Shanghai Waigaoqiao has signed the Science-Based Carbon Targeting Initiative (SBTi) commitment. We are actively reviewing our own carbon emissions and those of our value chain to set greenhouse gas reduction targets based on the SBTi standard. We have set a goal of sustained carbon reduction and will continue to explore pathways to reduce our emissions and report further on our annual progress in future reports.

Measurement and Verification of Greenhouse Gas Emissions

Each year, BioDuro-Sundia accounts for greenhouse gas (GHG) emissions and energy consumption at each of its R&D and manufacturing sites to build a more accurate data base. At the same time, the company continues to monitor progress towards our greenhouse gas reduction targets, and the latest review indicates that we are on track to meet our long-term carbon neutrality goals. We conducted a comprehensive inventory of greenhouse gas emissions at our Shanghai Waigaoqiao site and invited a qualified third-party verification organization to certify the results of the carbon inventory. At the same time, we have made a scientific forecast of our medium- and long-term carbon emissions trend based on our business development plan, which will provide a basis for future energy-saving and emission reduction pathways and tracking of our greenhouse gas emissions targets.

Value chain Decarbonization

We are also committed to collaborating with our stakeholders, including employees, suppliers and customers, to promote greenhouse gas emission reductions along the value chain. The company incorporates environmental performance into procurement considerations, prioritizes the procurement of green, low-carbon products, and encourages suppliers to improve their environmental performance. In addition, we actively promote green travel among employees and promote low-carbon behavior change.

Energy Management

We strictly comply with the "Law of the People's Republic of China on Energy Conservation" and other relevant laws and regulations in the countries and regions where we operate, and continuously improve our energy management system, applying it to internal regulations and initiatives. The engineering department of each R&D and production site is responsible for testing energy usage, analyzing energy usage trends, and actively seeking opportunities for energy conservation.

Reducing energy consumption is a core element of the Company's efforts to achieve its GHG reduction targets. We continue to explore energy saving and emission reduction opportunities, and enhance energy use efficiency and reduce non-essential energy consumption through process optimization, equipment upgrades, facility modifications, and other measures. We have implemented energy-saving initiatives to reduce lighting systems, IT infrastructure, and HVAC systems in each of our R&D and production centers, and we continue to improve energy efficiency through equipment replacement and upgrades.

Lighting Systems

- Use LED lighting
- Install automatic sensor lights
- Switch off lights in public areas during non-working hours

HVAC Systems

- Replacing ordinary ventilation hoods with energy-saving self-replenishing ventilation hoods
- Using an automatic control system (BMS) to prevent equipment from running at full capacity for long periods of time and better control the energy consumption of the ventilation and air conditioning system
- Scheduling non-working hours to reduce the frequency of exhaust system operation and reduce the energy consumption of equipment operation
- Setting the conditions and time for air conditioning to be turned on and off, controlling the opening temperature in winter and summer, and avoiding waste of air conditioning electricity

IT Infrastructure

- Reasonable use of servers and proper maintenance of equipment to extend their service life
- Retrofitting traditional servers with hyper-converged servers; promoting virtual servers to reduce hardware usage

Equipment Replacement & Upgrades

- Use energy-efficient process equipment to achieve efficient use of energy
- Carry out energy-saving renovation of the refrigeration unit, and install a fake fin sprinkler on the original refrigeration unit
- Replace some circulating water vacuum pumps with diaphragm vacuum pumps



Low-carbon Upgrading of Equipment

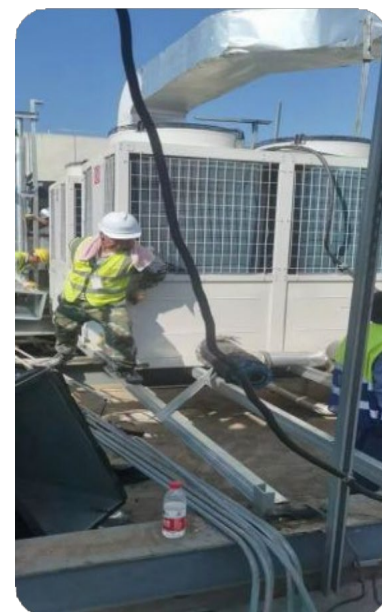
BioDuro-Sundia continuously promotes equipment upgrades and retrofits to improve energy efficiency.

Lighting System Upgrade

Each R&D and production center replaced the existing fluorescent lights with LED tubes, and also added sensor systems to the lighting systems. During the reporting period, the Shanghai Waigaoqiao Base and Jiangsu Base both achieved 100% use of LED lighting, and all escape stairs use sensor lighting.

Air-cooled Heat Pump System Retrofit

Jiangsu Base has carried out a renovation of the two air-cooled heat pumps in the preparation department that serve the fresh air unit alone, merging their water systems into the main system and implementing intelligent valve control. After the renovation, when the temperature is not extremely high, the main system will provide cooling or heating, reducing the operating time of the air-cooled unit, lowering its operating energy consumption and extending its service life. During the reporting period, a total of approximately 250,000 kWh of electricity was saved.



Optimization of Operating Modes

In 2023, the various research and development and production centers responded positively to the company's policy of "energy conservation, emission reduction, consumption reduction and efficiency improvement" by optimizing the operating modes of HVAC systems and upgrading the supply and exhaust systems.

HVAC System

The Shanghai Waigaoqiao base added an automatic air conditioning on-duty mode to the BA system of 6 central air conditioning systems in some buildings. The operating temperature of the air conditioning unit in winter and summer is set on the air conditioning BA system, and the on/off time of each air conditioning new exhaust system is set according to actual operating requirements. During the reporting period, a total of 88,000 kWh of electricity was saved.

Jiangsu Base implemented the "Rational Use of Air Conditioners" project. During the reporting period, a total of approximately 15,000 kWh of electricity was saved through measures such as adjusting the appropriate temperature, turning off air conditioners in non-essential areas, switching air conditioners on and off reasonably, and regularly cleaning and maintaining air conditioners, equivalent to an annual saving of 1.843 tons of standard coal.

Supply and Exhaust System

Jiangsu Base upgraded the BMS of the supply and exhaust system to enable the air conditioning system to automatically adjust the frequency, so as to avoid the equipment running at full load for a long time and reduce the energy consumption of the host. During the reporting period, about 14,000 kWh of electricity was saved throughout the year. In addition, during non-production hours, Jiangsu Base manually implemented a low-frequency operation mode for some of the supply and exhaust systems, saving a total of about 144,000 kWh of electricity during the reporting period.

The company also actively promotes energy conservation in the office, implementing measures such as turning off lights when people leave, reasonable use of air conditioning, conservation of various resources, and paperless office.

Promoting Cleaner Production

BioDuro-Sundia actively responds to the national dual carbon strategy, implements the Cleaner Production Promotion Law, and vigorously promotes cleaner production. During the reporting period, the Beijing and Jiangsu bases accepted and successfully passed the cleaner production audit.

Beijing Base passed the clean production audit

In 2022, through on-site research, actual measurements, balance analysis, expert consultation, and employee suggestions, the Beijing base generated a total of 50 cleaner production plans. In 2023, through the implementation of these plans, the annual use of dichloromethane will be reduced by approximately 0.92 tons, the use of potassium of about 0.057 tons, the generation of hazardous waste of about 4.971 tons, VOCs emissions of about 2.763 tons, and annual savings of about 78,511.2 kWh of electricity and 655.5 tons of water.

During the reporting period, the Beijing base accepted and successfully passed the cleaner production audit. At the same time, the audit established cleaner production rules and regulations, implemented a cleaner production organization, and formulated a continuous cleaner production plan, laying a solid foundation for the continuous implementation of cleaner production.

We continue to provide training courses on energy saving, emission reduction and cleaner production for our employees to raise their awareness of climate change and to help them better implement energy saving and emission reduction initiatives in their operations.

Sustainable development training

In 2023, BioDuro-Sundia organized sustainability training, where there was sufficient communication on the concepts of cleaner production, carbon emissions and energy management, water management, pollutant management, etc., to improve the awareness of ESG and cleaner production among those involved in environmental management.

At the training meeting, external experts shared the basic concepts, policies and systems, and audit processes of cleaner production. At the same time, each R&D and production center shared solutions for reducing carbon emissions, energy and water consumption, and the use of raw materials and waste, and communicated about the challenges faced in retrofit projects.

Through knowledge sharing and learning, and the sharing and exchange of technical and practical solutions, environmental awareness is enhanced, as is awareness of energy conservation and emission reduction, while mutual improvement is achieved.



Climate Change Emergency Response

BioDuro-Sundia is committed to enhancing the company's resilience to climate risks and ensuring the safety of employees and business continuity. The company has developed a Business Continuity Plan to provide guidance on emergency response and recovery after emergencies that affect business continuity, including those related to climate change. In addition, we regularly conduct emergency drills to ensure the effectiveness of our emergency response mechanisms and the ability of employees to respond to and implement crisis response in the event of a major accident.

Emergency Drill for Typhoon and Flood Control

The company attaches great importance to typhoon and flood prevention in summer. During the reporting period, we organized an emergency drill to strengthen the company's ability to prevent, respond to and control extreme weather such as typhoons and heavy rainstorms, so as to ensure that potential hazards can be quickly and effectively mitigated, losses reduced, and the safety of company facilities, employees' lives and property protected. The core aspects of the drill included the early release of early warning information to enhance employees' safety awareness, encouraging them to reduce non-essential outings during inclement weather, and providing emergency contact information for quick response.

Through this practical simulation, various departments not only updated the emergency list of flood control materials, but also added emergency communication equipment. In response to the safety hazards found during the inspection of building windows, they actively coordinated with the engineering and property departments to carry out timely repairs, ensuring that in the event of extreme weather, the company can quickly activate the emergency plan, respond effectively, and ensure operational safety.

In order to better cope with the physical risks associated with climate change, the company pays close attention to weather forecasts. For extreme weather events that may occur, we will promptly issue early warnings to employees through the company system to remind them to take precautions. At the same time, in order to enhance employees' awareness of safe travel and improve their protective knowledge, we send employees various types of professional knowledge to ensure their safety when traveling in extreme weather.



Extreme weather alerts

Warming Communities

United Nations sustainable development goals to which this chapter responds



BioDuro-Sundia adheres to a people-oriented approach and brings together talent. We support the diversified development of employees, always pay attention to and safeguard their legitimate rights and interests, help them achieve self-fulfillment, actively establish a talent management strategy, create an occupational health and safety management system, and work together to achieve the company's sustainable development goals and grow together with employees.



Talent Attraction

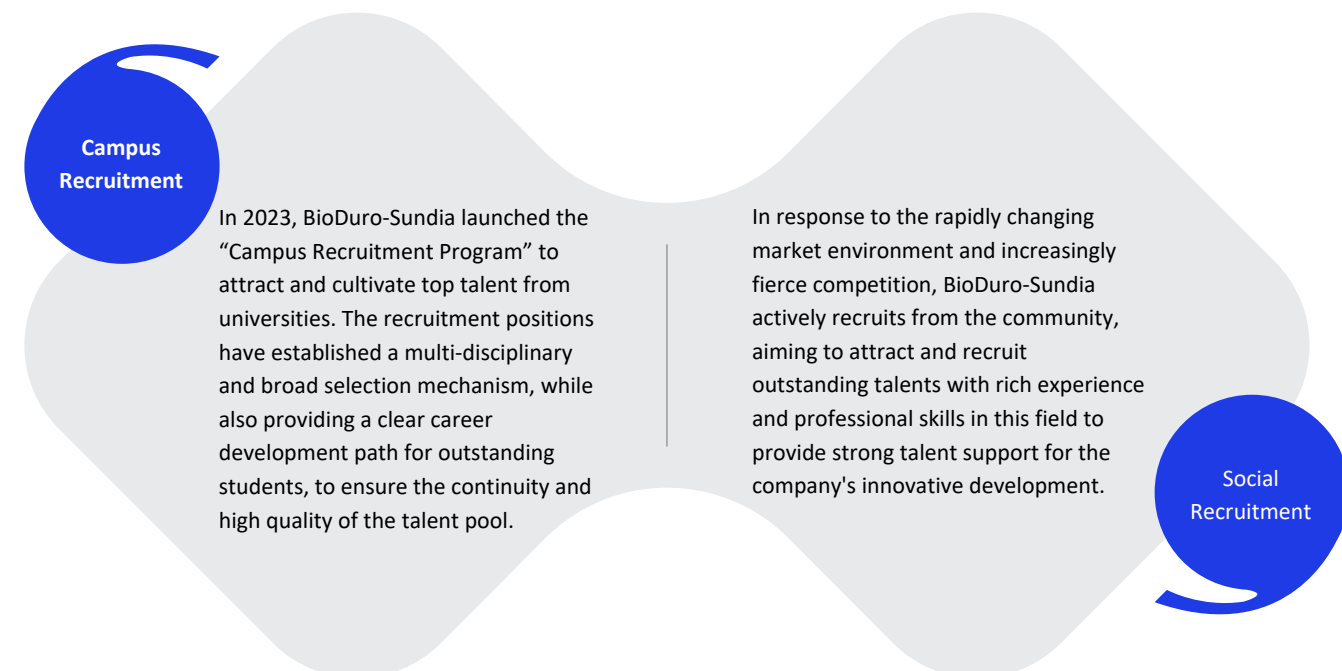
At BioDuro-Sundia, we believe that people are the core engine that drives our company to achieve sustainable development. We respect and protect the legitimate rights and interests of each employee, and do our best to provide an inclusive, diverse and equal workplace environment for our employees, encouraging them to explore multiple growth paths.

Talent Recruitment

BioDuro-Sundia strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law, the Civil Code, and other relevant laws and regulations, ensuring that all employment activities are conducted lawfully and in accordance with regulatory requirements. To guide our employment practices, we have established key policies such as the BioDuro-Sundia Labor and Human Rights Policy, Recruitment Management System, and Anti-Discrimination and Anti-Harassment Management Practices. These frameworks ensure that recruitment processes are carried out in a legal, compliant, fair, and just manner.

BioDuro-Sundia is committed to equal employment opportunities, attracting and accommodating talent from diverse backgrounds fairly, lawfully, and without bias. Our recruitment strategy fosters diversity and inclusion, ensuring that employment decisions are based solely on the requirements of the job, and not influenced by personal characteristics unrelated to job performance.

We source talent through various channels, including campus recruitment, social recruitment, and internal job transfers, to build a robust talent pool. Regular talent assessments help us identify gaps and development needs, enabling the creation of a more structured talent hierarchy to maintain team efficiency and stability. As of the end of the reporting period, BioDuro-Sundia had a total of 1,726 employees.



Labor Rights

BioDuro-Sundia has established and implemented several key policies, including the Employee Handbook, the Labor Handbook, and the Employee Consultation and Governance System, to comprehensively safeguard the legitimate rights and interests of every employee. The company strictly prohibits child labor and enforces thorough recruitment procedures to ensure that all employees meet the legal age requirements. We are committed to protecting the rights of minors and strictly prohibit forced labor, advocating for a reasonable work-hour system that promotes a healthy work-life balance. During the reporting period, there were no incidents of child labor or forced labor at BioDuro-Sundia.

The company strongly believes that respecting employees' right to freedom of association is integral to fostering an open, inclusive, and harmonious workplace. To this end, we have established a Staff Representative Assembly that provides a platform for employees to share their opinions on company operations, management, and issues that affect their interests. The company ensures that 100% of employees at all R&D and production centers are represented by elected staff representatives. Decisions affecting employee interests are implemented only after being approved by the staff representative assembly, ensuring that employees' vital interests are protected.

BioDuro-Sundia holds the staff representative assembly every two years. In 2022, the first assembly was convened, during which key matters, including salary payment standards, were discussed and approved.

Diversity, Equality and Inclusion

The company is committed to creating a diverse, equal and inclusive working environment. The company promises to treat all employees equally, fairly and with respect in labour management practices such as recruitment and selection, compensation and benefits, promotion and training, and stipulates that there shall be no prejudice or discrimination based on race, colour, social class, nationality, ethnicity, region, religion, gender, sexual orientation, marital status or disability.

The company prohibits any form of discrimination and harassment, and eliminates direct or indirect unfair discrimination, mockery, insults or offensive actions, threatening behavior; and the intimidation and retaliation against other employees. The company has formulated the “Anti-Discrimination and Anti-Harassment Operating Management Measures” to clarify the management responsibilities at all levels, provide reporting and handling procedures for discrimination and harassment issues, and take measures to prevent and resolve any form of discrimination and harassment. All employees can report violations of the policy through established channels.





Reporting and Handling Mechanism

- All employees can report or complain about any form of sexual or other harassment to their direct supervisor or the human resources department
- The company will immediately organize an investigation team to carry out an investigation and take corresponding measures depending on the severity of the situation

We provide training on diversity, equality and inclusion, anti-discrimination and anti-harassment to employees in the human resources department to enhance their understanding and appreciation of the company's diversity, equality and inclusion concepts and integrate these concepts into their daily work. At the same time, we provide relevant training during the induction of new employees, detailing the company's policies and procedures on prohibiting harassment and discrimination and the consequences of violations, and emphasizing that all employees have equal opportunities for training, promotion and merit evaluation.

We also pay attention to the rights and interests of vulnerable groups of employees and their right to work and life. We vigorously protect the rights and interests of female employees and effectively care for their needs through measures such as setting up nursing rooms for female employees and organizing Goddess Festival club activities. At the same time, we encourage female employees to constantly challenge themselves and reach new heights, and look forward to witnessing more female power. We provide barrier-free entrance ramps and barrier-free elevators for disabled employees and employees with mobility issues to create a barrier-free and warm working environment for employees.



Remedial Procedures

- Provide psychological counseling and professional psychological counseling for affected employees to relieve their psychological pressure and anxiety and restore their work life state



Whistleblower Protection

- Strictly keep the identity of the whistleblower confidential, narrow the scope of those who know about the incident, and prevent any form of retaliation



BioDuro-Sundia's barrier-free ramp at the entrance

As of the end of the reporting period, BioDuro-Sundia's female employees accounted for 52.26%, female employees in senior management accounted for 2.26%, and women accounted for 14.29% of the organization's board of directors.

International Women's Day - Heart's Delight Club activities

To celebrate International Women's Day on March 8th and further enrich the spare time of female employees, the Heart's Delight Club organized a series of celebratory activities on March 8th and 10th to allow every female employee to enjoy a healthy, happy, warm and meaningful time on this holiday that is exclusive to them.



International Women's Day Heart's Delight Club activities

Talent Development

BioDuro-Sundia is committed to providing employees with adequate training resources, a sound promotion system, a detailed performance appraisal system, and an internal upward incentive model, so that employees and the company can achieve mutual success and grow together.

Staff Training

We have established an all-round and diversified employee training system, standardized training management by formulating the Training Management System and other relevant internal management systems, formulated training plans every year, and innovated training contents, modes and methods according to the needs, so as to continuously enhance the value of the enterprise's human capital.

The company focuses on the long-term development of talents, around the development needs of talents, around the content of the basic induction training, professional skills development training for specific positions, as well as for internal management training, leadership, external qualification certification, to provide employees with systematic, multi-dimensional training. At the same time, we set up different assessment methods for each training program to track the learning effect of the trained employees and invite them to give feedback on the training in a timely manner, in order to promote the further improvement and timely updating of the company's internal training system.

Core Project Management Thinking and Application Practice

During the reporting period, the company invited famous lecturers to explain the connection between CRO business and project management to all relevant personnel in the R&D and production centers through a combination of online learning and offline theory. The training covered core project management thinking, company project objectives, project cycle management, project risk management, etc., and fully explained the promotion of internal project management. This training not only clarified the company's existing project management processes and systems, but also enabled all employees to better understand the division of project responsibilities among various departments and improve the sense of teamwork across departments/specialties.



Project training site photos

Buddy Program

In order to help new employees quickly adapt to the work environment, the company has established a buddy program and formulated the "Buddy Program Management System" as a guideline. The on-the-job employee "buddy" helps the new employee understand and familiarize themselves with the company's work environment within three days of joining, develops an individualized training schedule for new graduates, and helps new graduates master the necessary work skills.

At the same time, the company actively promotes its corporate culture and internal rules and regulations, provides on-the-job and professional technical training, regularly communicates with employees to understand their work status, provides ideological guidance, technical exchanges and guidance, and ensures that new employees make a smooth transition into their new roles.

Chemical Skills Improvement Training

During the reporting period, the company attached great importance to the development of employees' professional skills, implemented a series of chemical professional skills training programs, including different types of training topics, and invited chemists from different fields to give lectures, so as to ensure that each employee can find a learning path that meets their own development needs.



Chemical Skills Improvement Training

In addition, we encourage and support our employees in improving their education and qualifications. We actively establish school-enterprise cooperation with institutions of higher learning and set up part-time postgraduate programs to help employees improve their professional abilities with practical actions and promote the common development of employees and the company.

On-the-job Graduate Program

During the reporting period, the Beijing base and Beijing Agricultural College launched an on-the-job graduate program. The company fully covered the tuition fees of employees and gave cash rewards to employees who completed their studies on schedule and obtained degree certificates and graduation certificates with outstanding results. At the same time, employees who obtained this degree were given a rank promotion or additional salary adjustments to motivate the company's employees to improve their education, competence and competitiveness.

Employee Promotions

BioDuro-Sundia is committed to building a scientific and reasonable performance appraisal system and talent promotion system to ensure the growth and development of employees. We have formulated a series of internal management systems such as the Employee Reward Scheme, Promotion Policy, Internal Referral System, and Personal Development Plan, and give full play to the incentive effect of these internal systems and management systems on talents to maximize the personal value of employees.

Performance Evaluation

The company regularly conducts annual performance evaluations covering all employees in accordance with the relevant provisions of the Performance Management System. The company's strategic objectives and team goals are broken down into individual employee goals. The evaluation dimensions include financial indicators, workload, EHS, and values, etc., which serve as the basis for employee bonus distribution, promotion, merit evaluation, salary adjustment, training, etc.

We have established standardized performance scoring principles, set the overall scoring of employees to different levels, and will promptly inform the employees of the results, so as to help employees with continuous improvement and learning and development. At the same time, we attach importance to providing employees with timely and comprehensive feedback and guidance during the performance management process. For employees whose performance evaluation results are unsatisfactory, the company has developed a performance improvement plan, and supervisors can provide employees with work improvement measures through various methods.

After receiving the feedback on the performance evaluation results, if an employee still has any objections to the results, they may appeal to the next higher-level supervisor within one week of receiving the results. The next higher-level supervisor must respond to the appeal within two weeks. If the appeal is still not resolved, the employee may further provide feedback to the human resources department, which must respond within two weeks of receiving the appeal.

Promotion Policy

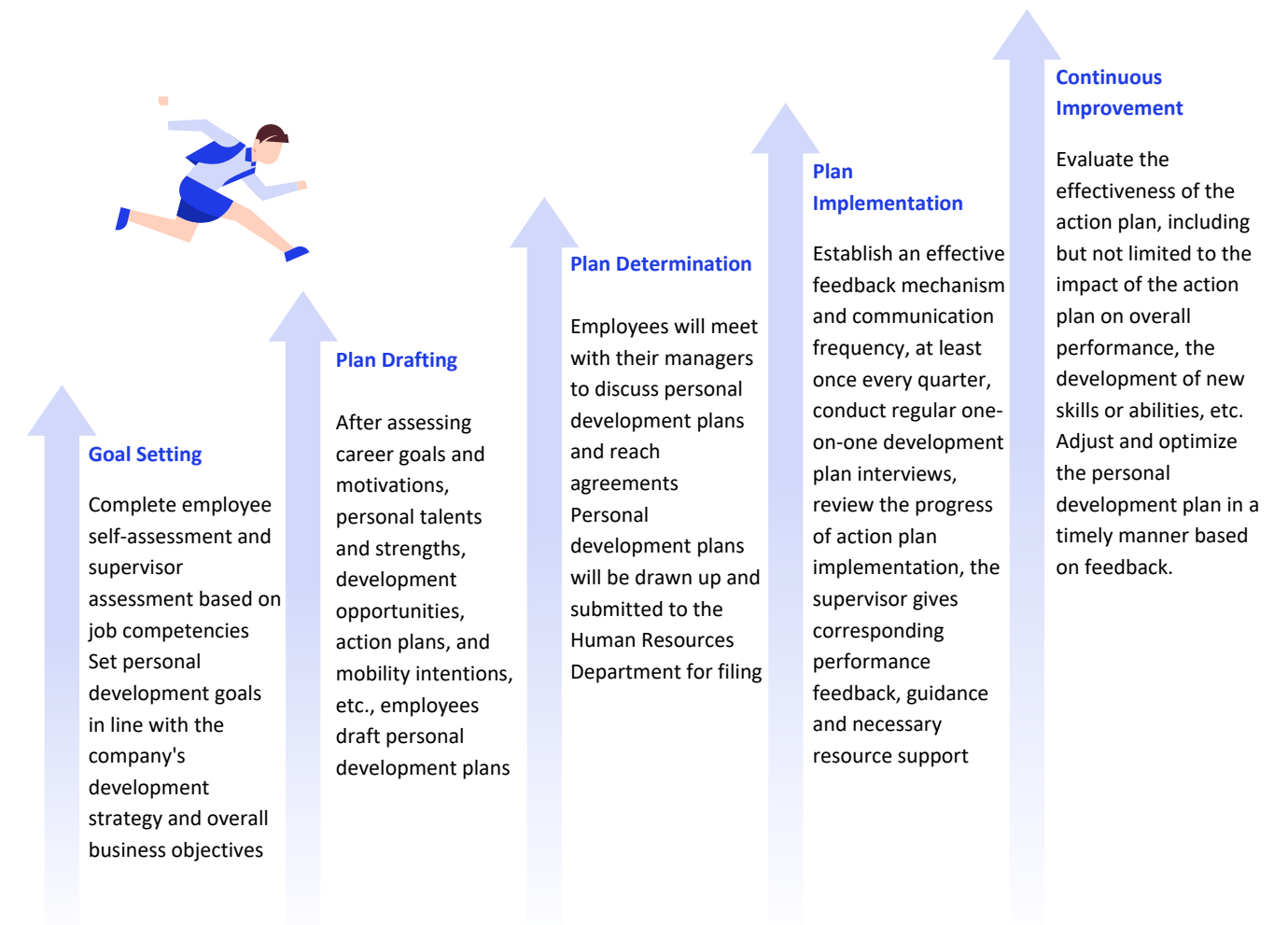
The company has also established a comprehensive promotion management mechanism. Through the company's Promotion Policy and other regulations, promotion eligibility assessments are conducted twice a year. After the candidate employees meet the necessary conditions, they are divided into fast-track and general channels for review and approval. Eligible employees must comply with the relevant rules to meet the final promotion conditions.

At the same time, we have formulated the Position Transfer Policy to provide employees with internal transfer opportunities and encourage each employee to actively explore and find the job position that best suits their abilities and interests.

Individual Development Plan

In order to promote the career growth and ability improvement of employees, BioDuro-Sundia closely follows the company's development strategy and overall business goals, and assists in formulating personalized development plans based on the current career development status and needs of each employee. This policy, the Individual Development Plan (IDP), ensures that each employee can clarify personal goals and plan a path to achieve them, thereby enhancing the overall effectiveness of the team.

In terms of implementation, we have adopted the “70-20-10” learning and development model: 70% of growth comes from the practice and challenges of daily work, encouraging employees to accumulate experience and improve their abilities in practical situations; 20% of improvement comes from informal mentoring and communication with others, promoting knowledge sharing and brainstorming; the remaining 10% relies on formal learning opportunities such as structured course training and special projects to systematically improve professional skills and leadership. This model not only efficiently integrates learning resources, but also greatly enhances employees' ability to be self-driven and continue learning. The specific implementation process of this plan is as follows:



Personal Development Plan Implementation Process

Employee Care

The company strives to create a warm, harmonious, equal and caring working atmosphere. By continuously improving the employee welfare and care system and a variety of exciting and enriching employee activities, we enhance employee cohesion and improve employee happiness.

Compensation System

The company has established a comprehensive salary system in accordance with relevant laws and regulations, and has set up a salary structure consisting of fixed income, variable income and various bonuses. We conduct annual salary adjustments based on the company's performance and market salary levels. Salary adjustments will take into account comprehensive factors such as the employee's position, experience and skills, performance, the company's performance and market salary levels. At the same time, the company regularly conducts market surveys on salaries and benefits among comparable companies in the same industry to ensure that the salary levels offered by the company are competitive in the market. After the salary and incentive system plan is updated, the Human Resources Department clearly communicates the salary and benefits information to all employees via email.

Comprehensive Welfare System

Welfare is a reflection of the company's comprehensive protection for its employees. BioDuro-Sundia pays all social insurance premiums for its employees in full, provides statutory and additional benefits, and cares about the well-being of its employees in accordance with the relevant laws and regulations of the countries and regions where it operates.

Statutory Benefits	Additional Benefits	Family Benefits
• Old-age insurance • Medical insurance • Unemployment insurance • Work injury insurance • Maternity insurance • Housing fund	• Paid annual leave • Supplementary commercial insurance (childhood, accident, supplementary medical, critical illness, accident, life) • Annual welfare check-up • Telephone allowance • Overtime pay and compensatory time off	• Flexible, remote working • Maternity leave • Paternity leave • Maternity leave • Breastfeeding leave • Breastfeeding rooms • Staff gifts and condolences • Business trip benefits • Club activities, team building benefits

Work Life Balance

During the reporting period, the company implemented considerate work-from-home management measures, allowing employees with special needs to apply to work from home flexibly. They only need to provide a reason on the system and get approval to enjoy the convenience of working from home. Around the Spring Festival, the company specially established a humanized work-from-home policy to help employees return home during off-peak periods and arrange reunion trips in advance, so that love and work can be harmoniously integrated.

Employee Reward Program

We actively promote an employee excellence recognition program, which aims to reward team members for their outstanding performance, significant contributions and extraordinary achievements. By establishing the “Spirit of BioDuro-Sundia” and “Star Staff Award” awards, we recognize the outstanding contributions of our employees, as a way to acknowledge and affirm their hard work and outstanding achievements, inspire all employees to continue to maintain a high level of work enthusiasm, and demonstrate the company's high regard and respect for the value of talent. In addition, we have established the “Employee Service Award” for long-term employees to thank and recognize their long-term service to the company.

Employee Communcation

BioDuro-Sundia attaches great importance to positive communication between employees and the company, and is committed to creating an equal, harmonious and transparent communication environment for employees. The company has formulated internal systems such as the “Information Exchange and Communication Control Procedures”, established various communication channels, understood the thoughts of employees from multiple perspectives, absorbed constructive opinions and suggestions, and implemented relevant measures.

We actively promote interaction between management and employees. Through communication channels such as Townhall Meetings, the company intranet and corporate WeChat, we have built a bridge for two-way communication between management and all employees, understand employee demands and respond to employee concerns.

Help-Desk

The company has set up an online Help-Desk interactive platform that integrates problem submission, demand docking, department processing tracking, and result feedback and evaluation. It aims to quickly respond to employee demands, seamlessly connect resources across departments, efficiently solve employee problems, thereby strengthening internal communication mechanisms, improving overall operational efficiency, and significantly enhancing employee satisfaction and sense of belonging.

Townhall Meeting

The Townhall meeting, the company's annual event, focuses on face-to-face communication and aims to build a bridge so that every employee's voice can be heard. This platform not only encourages employees to actively express their opinions and suggestions on the working environment, benefits and welfare, etc., but also ensures the direct participation of management, which responds to employee concerns in a timely manner, jointly explores and effectively solves the practical problems encountered by employees at work and in their personal lives, and creates a more harmonious and efficient corporate atmosphere.

Employee Satisfaction

BioDuro-Sundia is committed to building an open culture of inclusion and belonging, which we see as the cornerstone of innovative growth. We conduct comprehensive employee satisfaction surveys to listen to the voices of our employees and use them as a starting point for continuous improvement. Through feedback analysis, we optimize work processes, communication mechanisms and benefits, enhance employees' sense of being valued, stimulate team cohesion and creativity, and create a harmonious, efficient and dynamic workplace ecosystem.

Employee Satisfaction Survey

The Jiangsu base has thoroughly implemented an employee satisfaction survey project, using a scientific and rigorous sampling method to ensure that employee representatives from different departments, ranks, genders and management levels participate in proportionately. The survey was conducted in the form of face-to-face interviews, which aimed to capture the voices of employees more directly and in-depth. The survey content extensively covered multiple key dimensions such as employee care, performance management systems, training and development opportunities, leadership performance, team collaboration atmosphere, and internal communication methods, striving to comprehensively and meticulously analyze the current situation of the company's organizational management.

The survey results show that the company has received high recognition from employees in terms of performance management, leadership performance and communication methods. At the same time, in response to the specific needs of employees for employee care, the company has formulated and implemented a series of improvement measures, such as paying more attention to the personal well-being of employees, optimizing the working environment, and enriching the employee welfare system, in order to comprehensively enhance employee satisfaction and sense of belonging. At the same time, the company will also continue to consolidate its advantages in performance management, leadership and communication methods, and continue to promote the optimization and upgrading of organizational management, laying a solid foundation for the long-term development of the enterprise.

Employee Activities

The company advocates work-life balance for employees and organizes a wide range of employee activities.

2023 Huishan District First Talent Carnival and Basketball Tournament

During the reporting period, employees of the Jiangsu base actively participated in the first Huishan District Talent Carnival in 2023, and in particular, participated in the basketball competition "Passionate Gathering, Embracing the 'Basket'". This event not only provided a stage for employees in the base to show themselves and challenge their limits, but also promoted exchanges and integration between talents from different departments and backgrounds, deepening mutual understanding and friendship.

By participating in the basketball competition, the employees demonstrated a positive spirit and team spirit of unity and cooperation. In addition to the competition, everyone also learned from each other, exchanged experiences, and jointly improved their basketball skills, creating a strong atmosphere of sports culture.



Scene from basketball game



Occupational Health and Safety

BioDuro-Sundia continuously improves the occupational health and safety assurance system, develops and regularly updates safety risk lists, strengthens supervision and inspection of research and development and production activities, and strives to create a healthy and safe working environment for employees.

Occupational Health and Safety Management System

We have established an effective safety system based on a clear occupational health and safety policy, safety culture and safety leadership. On the basis of the BioDuro-Sundia Labor and Human Rights Policy, the company has developed a series of occupational health and safety management systems, including but not limited to the Safety, Health and Environmental Protection Responsibility System, the BioDuro-Sundia EHS Reward and Punishment System, EHS Compliance Management, Occupational Health Management, and the Laboratory Safety Management Regulations, to protect the occupational health and safety and related rights and interests of all employees and prevent occupational hazards.

The company has established a health and safety committee to comprehensively plan and implement an environmental, health and safety management system. The committee is responsible for designing occupational health risk assessment plans, gaining insight into potential exposure positions in the work process, with the aim of identifying and accurately assessing health and safety risks in advance, and continuously optimizing the effectiveness of control measures. The company has established a multi-level occupational health and safety management responsibility structure, appointing specific responsibilities for responsible persons at all levels to effectively implement health and safety protection measures.

At the same time, the company has established a sound occupational health and safety management system, which encourages good safety behavior and disciplines serious violations. It is in line with the principle of “three controls and three musts” and the mainframe implements the safety production responsibilities of each department. As of the end of the reporting period, BioDuro-Sundia's Jiangsu and Shanghai Waigaoqiao bases have obtained ISO 45001 occupational health and safety management system certification.

Health and Safety Risk Assessment

In order to create a safer working environment, the company has adopted a comprehensive and meticulous risk management strategy that focuses not only on the prevention and control of risks in routine and planned operations, but also on the potential threats of non-routine and unexpected work behaviors.

By implementing a two-track risk assessment system, namely the risk identification and assessment form for routine and foreseeable operations, and the job risk assessment form for non-routine and unpredictable work scenarios, we ensure comprehensive coverage and precise targeting of risk assessments. Through continuous feedback and adjustment, the company can ensure the timeliness and effectiveness of the risk management system in a timely manner, providing a solid safety guarantee for the company's steady development. As of the end of the reporting period, the company's health and safety assessment coverage rate was 100%.

BioDuro-Sundia has established relevant communication channels for risk identification, encouraging employees to actively identify occupational health and safety-related incidents, risks, and hidden dangers around them. Anyone who identifies a risk during their work can report it to their line manager or the EHS department and take emergency measures within their capabilities.

To ensure safe operations, we implement risk classification management, designate and continuously improve risk prevention and control measures.



Risk Classification Management

- Classify according to risk likelihood, impact and urgency
- Prioritize high-risk items
- Develop risk response plans



Reduce Identified Risk Hazards

- Optimize Work Processes
- Introduce Advanced Safety Technologies
- Enhance Staff Training and Education
- Annual Regular Safety Inspection Plan
- Emergency Plan Development

Hazardous Chemical Management

The company has formulated the “Regulations on the Safety Management of Hazardous Chemicals”, which covers the entire chain from purchase, use, storage to final disposal, and aims to ensure compliance with hazardous chemical operations and minimize potential hazards to personnel health, company assets and the environment.

We have implemented a hazardous gas risk assessment system to accurately classify laboratory gases. We adopt differentiated hazardous waste disposal strategies for different types of waste to ensure that all substances are disposed of properly in accordance with regulatory guidelines after being fully and safely treated. We continue to optimize management processes to ensure environmental safety and sustainable development.

Prevention of Occupational Diseases

BioDuro-Sundia conscientiously fulfills its main responsibility for the prevention and control of occupational diseases among employees, and safeguards the health and safety of employees in the workplace through employee health checks, occupational hazard testing, safety protection equipment, and other means.

Preventive Action against Repetitive Strain Injury

In order to avoid or reduce the risk of repetitive strain injury, the company focuses on promoting occupational disease prevention programs. During the reporting period, the company launched a first-level safety training program. In terms of material handling, a high-risk area, the company promoted scientific handling techniques and methods to effectively prevent physical injuries caused by improper operations, continuously optimize the working environment, and ensure

公司一般安全要求



Figure of Level 1 Safety Training Courseware

Occupational Health Checkups

The company attaches great importance to occupational health protection. During the reporting period, it provided all employees with customized health checkup services based on the specific occupational health risks of different types of work, with the aim of accurately preventing occupational disease hazards, ensuring that occupational diseases can be detected in time and effective intervention measures can be taken, doing its utmost to safeguard the health of every worker and create a safe and healthy working environment.

Health and Safety Emergency Action Plan

Based on the objectives and principles of prevention, quick response, full participation and continuous improvement, we have prepared a Business Continuity Plan, which specifies the emergency action plan for emergencies, including health and safety, and ensures that any incident can be dealt with swiftly and in an orderly manner. During the reporting period, we carried out a number of emergency drills to build a risk-free and safe workplace ecosystem.

Carbon Dioxide Leakage Accident Response Drill

During the reporting period, the company conducted on-site disposal drills for carbon dioxide leakage accidents. During the drill, the EHS department immediately activated the emergency plan after receiving the leakage alarm, and immediately and efficiently organized the evacuation of personnel to a safe area to ensure the safety of employees. After ensuring the safety of personnel, the leakage area was quickly sealed off to effectively contain further gas diffusion. A professional rescue team quickly assembled to provide emergency treatment to the assumed injured personnel. After the scene has been initially controlled, the EHS department will immediately conduct a detailed investigation and analysis of the root cause of the accident, with the aim of preventing similar incidents in the future.



Emergency Drill Site

Health and Safety Training

BioDuro-Sundia is committed to using health and safety training and safety month activities as carriers to carry out full staff training on health and safety risks and good work practices, enhance employees' safety awareness, and effectively reduce the probability of health and safety accidents. During the reporting period, all BioDuro-Sundia employees received occupational health and safety training.

Level 1 safety training for new employees

During the reporting period, the company adhered to the core EHS concept of “zero accidents, zero injuries, and striving for zero violations” and comprehensively strengthened the safety management system. We paid special attention to safety enlightenment for new employees and implemented level-1 safety training, explaining in detail the safety regulations and requirements in the work area.

Safety Month Activities

During the reporting period, the Shanghai Waigaoqiao base adhered to the principle of safety first and held the annual Safety Month activities as scheduled. The content was rich and diverse, with a core focus on health and safety education and the improvement of emergency preparedness capabilities. The company launched a special training course on “hazard identification and risk identification” to strengthen the skills of EHS coordinators and personnel from related departments in identifying potential hazards, ensuring that no potential risks go unnoticed. In addition, we planned and implemented an emergency response drill for hazardous waste leaks. Through practical simulations, the drill significantly improved the emergency response speed and collaborative capabilities of EHS coordinators and all employees, building a solid line of defense for the safe operation of the base.



Training session on “Risk identification and risk recognition”

Community Building

BioDuro-Sundia focuses on social contributions in the fields of medicine, health and education, actively communicating with the government, schools and peer companies, and is committed to promoting the common and sustainable development of the industry and society.

Public Welfare Science

BioDuro-Sundia strives to become a key force in promoting social harmony and sustainable development. In the field of public welfare, we focus on the growth and development of children, participate in community activities, and aim to help young people bravely pursue their dreams and achieve all-round development.

Technology experts enter the campus to inspire children's growth

In the Jiangsu Province, employees from the BioDuro-Sundia Jiangsu base went to the growth ceremony prepared by the Second Primary School of the Provincial Wuxi Experimental School for children to bring them exciting science and technology lectures, sow the seeds of science, and send them blessings for growth.



Technology experts send regards

Science and technology online, empowering the future

The second primary school of the Jiangsu Experimental School of the Provincial Tin Zhong organized a visit to the Jiangsu base for students. Dr. Wan Huida, a mentor at the "Ke Bao" Junior College of Technology, led the team on a tour to learn about animal experiments and answered the students' questions one by one.



"Keqi Wonderful Tour" - 'Ke Bao' Junior College of Technology Study Tour

Appendix I: Key Performance Chart

Beijing Base

	Unit of Measurement	2021	2022	2023
Environmental Performance				
Total comprehensive energy consumption ²	MWh	2,269.45	2,354.26	3,021.33
Scope 1 greenhouse gas emissions ³	T CO2e	7.74	6.93	12.79
Scope 2 greenhouse gas emissions ⁴	T CO2e	1,330.41	1,382.7	1,765.37
Total hazardous waste	Ton	354.27	375.72	365.96
Total non-hazardous waste	Ton	11.88	11.88	11.88
Water consumption	Ton	41,484	48,290	43,847
Wastewater discharge	Ton	34,155.9	39,852.9	35,604.9
% of workplaces where env. risk assessments were carried out	%	100	100	100
% of total employees who received training on environmental issues %		100	100	100
Social Performance				
Talent attraction				
Total workforce	#	499	571	415
Male employees	#	295	318	239
Male employees as a percentage of total workforce	%	59.12	55.69	57.59
Female employees	#	204	253	176
Female employees as a percentage of total workforce	%	40.88	44.31	42.41
New employee hires ⁵	#	154	176	9
Employee turnover	%	18.06	14.26	13.18
% of women in senior management positions (excluding the board)	%	31.43	30.56	26.92
% of workers from ethnic minorities and/or disadvantaged groups	%	5.81	5.25	6.27
Unadjusted average gender pay gap	%	10.33	13.40	13.01
Talent Development				
% of workforce that received job-related or skills-related training	%	96.99	99.47	100
Total training hours completed per employee	%	100	100	100
Total training hours completed per employee	Hour	2,120	2,280	1,866
Average training hours completed per employee	Hour	4.25	3.99	4.50
Average training hours completed per male employee	Hour	4.46	4.19	4.72
Average training hours completed per female employee	Hour	3.94	3.74	4.19
% of employees trained in diversity, discrimination, harassment	%	100	100	100

	Unit of Measurement	2021	2022	2023
Occupational Health and Safety				
Lost days due to work injury, death and ill health	Day	2	1	10
Total hours worked	Hour	2,000	2,000	2,000
Number of work-related accidents	#	1	1	1
% of sites carrying out Employee health and safety risk assessments	%	100	100	100
% of employees trained in occupational health and safety issues	%	100	100	100
Number of employee health and safety training sessions	#	15	33	17
Sustainable Procurement				
Number of suppliers	#	/	/	237
Target number of suppliers	#	/	/	51
% of target suppliers that have signed the Supplier Code of Conduct	%	/	/	100
% of suppliers with contracts with env., labor, human rights req.	%	/	/	100
% of targeted suppliers that have been assessed for CSR	%	/	/	58.82
% of buyers trained in sustainable procurement	%	/	/	100

Governance Performance				
Percentage of employees trained in ethics	%	/	/	100
Number of reports generated through whistleblowing procedures	#	/	/	0
Number of confirmed incidents of corruption	#	/	/	0
Number of confirmed information security incidents	#	/	/	0

2 The main energy sources used in the Beijing base are gasoline and purchased electricity. The calculation of comprehensive energy consumption refers to GB/T2589-2020 “General Rules for Calculating Comprehensive Energy Consumption”.

3 The main source of greenhouse gas emissions in Scope 1 of Beijing Base is gasoline, and the accounting is based on the “Greenhouse Gas Emission Accounting Methods and Reporting Guidelines for Enterprises in Other Industries” issued by the National Development and Reform Commission. Guidelines for Greenhouse Gas Emission Accounting Methods and Reports for Enterprises in Other Industries” issued by the National Development and Reform Commission.

4 The main source of greenhouse gas emissions of Beijing Base Scope 2 is purchased electricity, and the accounting is based on the “Carbon Dioxide Emission Factors for Electricity in 2021” issued by the Ministry of Ecology and Environment of the People's Republic of China.

5 Number of new employees: the total number of new employees recruited throughout the year.

Jiangsu Base

	Unit of Measurement	2021	2022	2023
Environmental Performance				
Total comprehensive energy consumption ⁶	MWh	9,360.32	10,759.96	10,453.5
Scope 1 greenhouse gas emissions ⁷	T CO2e	0.26	0.26	0.26
Scope 2 greenhouse gas emissions ⁸	T CO2e	5,561.31	6,392.97	6,210.88
Scope 3 greenhouse gas emissions ⁹	T CO2e	11,349.70	17,790.38	16,472.23
Scope 3 GHG emissions: Upstream	T CO2e	11,349.57	17,790.03	16,471.91
Scope 3 GHG emissions: Downstream	T CO2e	0.13	0.35	0.32
Total hazardous waste	Ton	231.92	351.75	344.13
Total non-hazardous waste	Ton	43.94	52.24	42.34
Water consumption	Ton	19,813	22,382	22,174
Wastewater discharge	Ton	12,635.1	16,432.11	18,550
% of workplaces where env. risk assessments were carried out	%	100	100	100
% of total employees who received training on environmental issues	%	100	100	100
Social Performance				
Talent attraction				
Total workforce	#	417	500	401
Male employees	#	255	292	234
Male employees as a percentage of total workforce	%	61.15	58.40	58.35
Female employees	#	162	208	167
Female employees as a percentage of total workforce	%	38.85	41.60	41.65
New employee hires ¹⁰	#	264	183	20
Employee turnover	%	14.55	15.97	13.2
% of women in senior management positions (excluding the board)	%	0	0	40
% of workers from ethnic minorities and/or disadvantaged groups	%	4.56	4	3.74
Unadjusted average gender pay gap	%	12.56	12.39	14.99
Talent Development				
% of workforce that received job-related or skills-related training	%	93.53	98.2	96.26
Total training hours completed per employee	%	100	100	100
Total training hours completed per employee	Hour	2,366	2,900	1,900.5
Average training hours completed per employee	Hour	5.67	5.8	4.74
Average training hours completed per male employee	Hour	5.21	5.46	4.66
Average training hours completed per female employee	Hour	6.41	6.27	4.85
% of employees trained in diversity, discrimination, harassment	%	100	100	100

	Unit of Measurement	2021	2022	2023
Occupational Health and Safety				
Lost days due to work injury, death and ill health	Day	7	30	8
Total hours worked	Hour	2,000	2,000	2,000
Number of work-related accidents	#	1	1	1
% of sites carrying out Employee health and safety risk assessments	%	100	100	100
% of employees trained in occupational health and safety issues	%	100	100	100
Number of employee health and safety training sessions	#	2	12	11
Sustainable Procurement				
Number of suppliers	#	/	/	309
Target number of suppliers	#	/	/	80
% of target suppliers that have signed the Supplier Code of Conduct	%	/	/	100
% of suppliers with contracts with env., labor, human rights req.	%	/	/	76.25
% of targeted suppliers that have been assessed for CSR	%	/	/	37.50
% of targeted suppliers that have been audited on-site for CSR	%	/	/	2.50
% of buyers trained in sustainable procurement	%	/	/	100
% of suppliers that participated in corrective action/capacity building	%	/	/	100
Governance Performance				
% of employees who received ethics training	%	/	/	100
Number of reports generated by whistleblowing procedures	#	/	/	0
Number of confirmed incidents of corruption	#	/	/	0
Number of confirmed information security incidents	#	/	/	0
% of business locations with an ISO 27000-certified information security management system (ISMS)	%	/	/	100

6 The main energy sources used in the Jiangsu base are diesel fuel and purchased electricity. Comprehensive energy consumption is calculated with reference to GB/T2589-2020 “General Rules for Comprehensive Energy Consumption Calculation”.

7 The main source of greenhouse gas emissions in Scope 1 of Jiangsu Base is diesel fuel, and the accounting is based on the “Accounting Methods and Reporting of Greenhouse Gas Emissions for Enterprises in Other Industries” issued by the National Development and Reform Commission Guidelines.

8 The main source of greenhouse gas emissions of Jiangsu Base Scope 2 is purchased electricity, and the accounting is based on the “2021 Electricity Carbon Dioxide Emission Factors” issued by the Ministry of Ecology and Environment of the People’s Republic of China.

9 The main sources of GHG emissions for Jiangsu Base Scope III are purchased goods and services, capital goods, fuel and energy related activities, upstream transportation and distribution, waste generated from operations, business travel, employee commuting, downstream transportation and distribution, and disposal of end-of-life sold products.

10 Number of New Hires: The total number of new employees recruited and hired throughout the year.

Shanghai Waigaoqiao Free Trade Zone

	Unit of Measurement	2021	2022	2023
Environmental Performance				
Total comprehensive energy consumption ¹¹	MWh	8,052.5	8,980	9,501.94
Scope 1 greenhouse gas emissions ¹²	T CO2e	275	240	294
Scope 2 greenhouse gas emissions ¹³	T CO2e	4,784.80	5,336	5,644
Scope 3 greenhouse gas emissions ¹⁴	T CO2e	29,124	28,184	31,162
Scope 3 GHG emissions: Upstream	T CO2e	29,123.43	28,183.67	31,161.39
Scope 3 GHG emissions: Downstream	T CO2e	0.57	0.33	0.61
Total hazardous waste	Ton	406.80	412.93	494.58
Total non-hazardous waste	Ton	17.06	25.2	18.26
Total Waste Recycled	Ton	479.29	438.13	512.83
Water consumption	Ton	52,043.80	60,496.88	55,685.64
Wastewater discharge	Ton	52,043.80	60,496.88	55,685.64
% of workplaces where env. risk assessments were carried out	%	100	100	100
% of total employees who received training on environmental issues	%	100	100	100
Social Performance				
Talent attraction				
Total workforce	#	578	695	709
Male employees	#	296	332	366
Male employees as a percentage of total workforce	%	51.21	47.77	51.62
Female employees	#	282	363	343
Female employees as a percentage of total workforce	%	48.79	52.23	48.38
New employee hires ¹⁵	#	283	272	44
Employee turnover	%	26.46	18.04	20.16
% of women in senior management positions (excluding the board)	%	37.04	37.93	35.14
Unadjusted average gender pay gap	%	17	16	14
Talent Development				
% of workforce that received job-related or skills-related training	%	88.06	97.84	98.31
Total training hours completed per employee	%	100	100	100
Total training hours completed per employee	Hour	2,651	3,856	2,118
Average training hours completed per employee	Hour	4.59	5.55	2.99
Average training hours completed per male employee	Hour	4.83	5.89	3.12
Average training hours completed per female employee	Hour	4.27	5.13	2.86
% of employees trained in diversity, discrimination, harassment	%	100	100	100

	Unit of Measurement	2021	2022	2023
Occupational Health and Safety				
Lost days due to work injury, death and ill health	Day	0	0	120
Total hours worked	Hour	2,000	2,000	2,000
Number of work-related accidents	#	0	0	1
% of sites carrying out Employee health and safety risk assessments	%	100	100	100
% of employees trained in occupational health and safety issues	%	100	100	100
Number of employee health and safety training sessions	#	2	3	4
Sustainable Procurement				
Number of suppliers	#	/	/	315
Target number of suppliers	#	/	/	80
% of target suppliers that have signed the Supplier Code of Conduct	%	/	/	100
% of suppliers with contracts with env., labor, human rights req.	%	/	/	76.25
% of targeted suppliers that have been assessed for CSR	%	/	/	37.5
% of targeted suppliers that have been audited on-site for CSR	%	/	/	2.50
% of buyers trained in sustainable procurement	%	/	/	100
% of suppliers that participated in corrective action/capacity building	%	/	/	100
Governance Performance				
% of employees who received ethics training	%	/	/	100
Number of reports generated by whistleblowing procedures	#	/	/	0
Number of confirmed incidents of corruption	#	/	/	0
Number of confirmed information security incidents	#	/	/	0
% of business locations with an ISO 27000-certified information security management system (ISMS)	%	/	/	100

11 The main energy used in Shanghai Waigaoqiao Base is gasoline, diesel fuel and purchased electricity. Comprehensive energy consumption is calculated with reference to GB/T2589-2020 “General Rules for Comprehensive Energy Consumption Calculation”.

12 The main sources of greenhouse gas emissions in Scope 1 of Shanghai Waigaoqiao Base are refrigerant use, septic tanks, automobile gasoline and diesel fuel, and the accounting is based on the “Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions for Enterprises in Other Industries” issued by the National Development and Reform Commission, the “2006 Guidelines for National Greenhouse Gas Inventories of the IPCC” issued by the Intergovernmental Panel on Climate Change (IPCC), and the Sixth Assessment Report (AR6). The accounting is carried out in accordance with the 2006 IPCC Guidelines for National Greenhouse Gas Inventories issued by the Intergovernmental Panel on Climate Change (IPCC) and the Sixth Assessment Report (AR6).

13 The main source of GHG emissions of Shanghai Waigaoqiao Scope 2 is purchased electricity, and the accounting is based on the “2021 Electricity Carbon Dioxide Emission Factor” issued by the Ministry of Ecology and Environment of the People's Republic of China. emission factors for electricity in 2021” issued by the Ministry of Ecology and Environment of the People's Republic of China.

14 The main sources of Shanghai Waigaoqiao Base Scope III GHG emissions are purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, and waste generated from operations, business travel, employee commuting, downstream transportation and distribution, and disposal of end-of-life sold products.

15 Number of New Hires: The total number of new employees recruited and hired throughout the year.

Sundia

	Unit of Measurement	2021	2022	2023
Environmental Performance				
Total comprehensive energy consumption ¹⁶	MWh	8,420.50	11,383.50	10,880.53
Scope 1 greenhouse gas emissions ¹⁷	T CO2e	89.06	509.28	487.69
Scope 2 greenhouse gas emissions ¹⁸	T CO2e	4,795.23	5,573.87	5,325.25
Scope 3 greenhouse gas emissions ¹⁹	T CO2e	946.64	1,083.11	731.91
Scope 3 GHG emissions: Upstream	T CO2e	348.5	382.66	369.88
Scope 3 GHG emissions: Downstream	T CO2e	598.14	700.45	362.03
Total hazardous waste	Ton	929.05	1,165.97	1,161.56
Total non-hazardous waste	Ton	15	25.5	28.5
Water consumption	Ton	99,589.56	105,748.90	91,596.68
Wastewater discharge	Ton	89,630.61	95,174.01	82,437.01
% of workplaces where env. risk assessments were carried out	%	100	100	100
% of total employees who received training on environmental issues %		100	100	100
Social Performance				
Total workforce	#	853	944	602
Male employees	#	592	615	386
Male employees as a percentage of total workforce	%	69.40	65.15	64.12
Female employees	#	261	329	216
Female employees as a percentage of total workforce	%	30.6	34.85	35.88
New employee hires ²⁰	#	404	330	37
Employee turnover	%	23.98	17.12	19.52
% of women in senior management positions (excluding the board)	%	35.18	35.85	37.5
% of workers from ethnic minorities and/or disadvantaged groups	%	2.34	2.86	2.33
Unadjusted average gender pay gap	%	19.03	14.67	16.53
Talent Development				
% of workforce that received job-related or skills-related training	%	87.92	93.75	98.34
Total training hours completed per employee	%	100	100	100
Total training hours completed per employee	Hour	4,399	6,432	4,764
Average training hours completed per employee	Hour	5.2	6.8	7.9
Average training hours completed per male employee	Hour	5.10	6.57	8.01
Average training hours completed per female employee	Hour	5.29	7.26	7.75
% of employees trained in diversity, discrimination, harassment	%	100	100	100

	Unit of Measurement	2021	2022	2023
Occupational Health and Safety				
Lost days due to work injury, death and ill health	Day	113	71.5	87.5
Total hours worked	Hour	2,000	2,000	2,000
Number of work-related accidents	#	6	1	3
% of sites carrying out Employee health and safety risk assessments	%	100	100	100
% of employees trained in occupational health and safety issues	%	100	100	100
Number of employee health and safety training sessions	#	22	53	47
Sustainable Procurement				
Number of suppliers	#	/	/	587
Target number of suppliers	#	/	/	114
% of target suppliers that have signed the Supplier Code of Conduct	%	/	/	99.12
% of suppliers with contracts with env., labor, human rights req.	%	/	/	96.49
% of targeted suppliers that have been assessed for CSR	%	/	/	70.18
% of targeted suppliers that have been audited on-site for CSR	%	/	/	2.63
% of buyers trained in sustainable procurement	%	/	/	100
% of suppliers that participated in corrective action/capacity building	%	/	/	100
Governance Performance				
% of employees who received ethics training	%	/	/	100
Number of reports generated by whistleblowing procedures	#	/	/	0
Number of confirmed incidents of corruption	#	/	/	0
Number of confirmed information security incidents	#	/	/	0

16 The main energy sources used by Sundia are gasoline, diesel fuel, and purchased electricity. Comprehensive energy consumption is calculated with reference to GB/T2589-2020, General Rules for Comprehensive Energy Consumption Calculation.

17 The main sources of Sundia's Scope 1 GHG emissions are gasoline and diesel fuel, and the accounting is based on the “Guidelines for Accounting Methodology and Reporting of Greenhouse Gas Emissions for Enterprises in Other Industries” issued by the National Development and Reform Commission (NDRC).

18 The main source of Sundia Scope II GHG emissions is purchased electricity, and the accounting is based on the “2021 Electricity Carbon Dioxide Emission Factors” issued by the Ministry of Ecology and Environment of the People's Republic of China.

19 The primary sources of Sundia Scope III GHG emissions are purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste from operations, business travel, employee commuting, and downstream transportation travel, employee commuting, downstream transportation and distribution, and disposal of end-of-life sold products.

20 New Employees: The total number of new employees hired throughout the year.

Appendix II: GRI Standards Index

GRI Content Index
Instructions for use: BioDuro-Sundia prepared the report in accordance with the GRI Standards from January 1, 2023 to December 31, 2023.

GRI Standard	Disclosure Items	Section	Abbreviated GRI Topics	
			Omitted Reason	Explanation
General Disclosure				
GRI 2: General Disclosure 2021	2-1 Organizational Details	About us		
	2-2 Entities in the organization's sustainability report	About this report		
	2-3 Reporting period, reporting cycle and contact point	About this report		
	2-4 Restatements	About this report		
	2-5 External assurance		Incomplete info.	Not yet within ESG scope for disclosure.
	2-6 Activities, value chain and other business relationships	About us		
	2-7 Employees	Attracting talent		
	2-8 Workers other than employees	Attracting talent		
	2-9 Governance structure and composition	Business ethics		
	2-10 Nomination/selection of highest governance body		Incomplete info.	Not yet within ESG scope for disclosure.
	2-11 Chair of the highest governance body	Business ethics		
	2-12 Oversight role of the highest governance body	ESG management Business ethics		
	2-13 Delegation of responsibility for management impact	ESG management		
	2-14 Highest body's role in sustainability reporting	ESG management		
	2-15 Conflicts of interest	Business ethics		
	2-16 Communication of critical concerns	Business ethics		
	2-17 Highest governance body's collective knowledge		Incomplete info.	Not yet within ESG scope for disclosure.
	2-18 Highest governance body's performance evaluation		Confidentiality	Confidential, not for public disclosure at this time
	2-19 Remuneration policies		Incomplete info.	Not yet within ESG scope for disclosure.
	2-20 Process for determining remuneration	Talent development		
	2-21 Ratio of annual total compensation		Confidentiality	Confidential, not for public disclosure at this time
	2-22 Statement from senior decision-maker	Message from Management		
	2-23 Policy commitments	Business ethics		
	2-24 Integration of policy commitments	Business ethics		
	2-25 Processes to remediate adverse impacts	Business ethics Talent attraction Sustainable supply chain		
	2-26 Mechanisms for seeking advice and raising concerns	Business ethics		
	2-27 Compliance with laws and regulations	See individual chapters of the report for details		
	2-28 Membership of associations		N/A	Relevant information on website.
	2-29 Methods for stakeholder engagement	ESG management		
	2-30 Collective bargaining agreements		Incomplete info.	Not yet within ESG scope for disclosure.

GRI Standard	Disclosure Items	Section	Abbreviated GRI Topics	
			Omitted Reason	Explanation
Material Topics				
GRI 3 Material Topics 2021	3-1 Process for determining material topics	ESG management		
	3-2 List of material topics	ESG management		
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	About us Quality assurance Quality Service		
GRI 201: Economic Performance 2016	201-1 Directly generated and distributed economic value		Confidentiality	Confidential, not for public disclosure at this time
	201-2 Financial impact of climate change and other risks and opportunities		Incomplete info.	Not yet within ESG scope for disclosure.
	201-3 Obligations under defined benefits plans			
	201-4 Financial subsidies granted by governments		Incomplete info.	Not yet within ESG scope for disclosure.
Market Presence				
GRI 3: Major issues	3-3 Management of material topics	Talent Development		
GRI 202: Market Presence 2016	202-1 Gender-specific standard entry level wage Ratio of wage to local minimum wage	Talent Development		
	202-2 Proportion of senior executives hired from the local community		Incomplete info.	Not yet within ESG scope for disclosure.
Indirect economic impact				
GRI 3: Major issues 2021	3-3 Management of material topics	Community Development		
GRI 203: Indirect Economic Impact 2016	203-1 Infrastructure investments, services	Community Development		
	203-2 Significant indirect economic impacts	Community Development		
Purchasing practice				
GRI 3: Major issues	3-3 Management of material topics	Sustainable procurement		
GRI 204-Purchasing practice	204-1 Proportion of expenditure on local suppliers		Incomplete info.	Not yet within ESG scope for disclosure.
Anti-corruption				
GRI 3: Major issues 2021	3-3 Management of material topics	Business Ethics		
GRI 205: Anti-corruption 2016	205-1 Corruption risk-assessed business sites	KPI		
	205-2 Anti-corruption policy communication	Business Ethics		
	205-3 Confirmed corruption incidents + actions	Business Ethics		
Anti-competitive behavior				
GRI 3: Major issues 2021	3-3 Management of material topics	Business Ethics		
GRI 206: Anti-competitive behavior 2016	206-Legal action against anti-competitive behavior, antitrust and anti-monopoly practices	Business Ethics		
Tax				
GRI 3: Major issues 2021	3-3 Management of material topics		Incomplete info.	Not yet within ESG scope for disclosure.
GRI 207: Tax 2019	207-1 Tax Policy		Incomplete info.	Not yet within ESG scope for disclosure.
	207-2 Tax governance, control and risk management		Incomplete info.	Not yet within ESG scope for disclosure.
	207-3 Stakeholder engagement and management related to tax concerns		Incomplete info.	Not yet within ESG scope for disclosure.
	207-4 Country-by-country reporting		Incomplete info.	Not yet within ESG scope for disclosure.

GRI Standard	Disclosure Items	Section	Abbreviated GRI Topics	
			Omitted Reason	Explanation
Material				
GRI 3: Major Issue 2021	3-3 Management of major topics	Practice green operations		
GRI 301: Material 2016	301-1 Weight or volume of materials used		Incomplete info.	Not yet within ESG scope for disclosure.
	301-2 Recycled input materials used		Incomplete info.	Not yet within ESG scope for disclosure.
	301-3 Recycled products and their packaging materials		N/A	Not disclosed due to low relevance to our core business.
Energy				
GRI 3: Major Issue 2021	3-3 Management of major topics	Practice green operations		
GRI 302: Energy 2016	302-1 Energy consumption within organization KPI			
	302-2 Energy consumption within organization		Incomplete info.	Not yet within ESG scope for disclosure.
	302-3 Energy Intensity		Incomplete info.	Not yet within ESG scope for disclosure.
	302-4 Reduction of energy consumption	Practice green operations		
	302-5 Reduction in energy requirements	Practice green operations		
Water resources and sewage				
GRI 3: Major Issue 2021	3-3 Management of major topics	Practice green operations		
GRI 303: Water resources and sewage 2018	303-1 Interactions between organizations	Practice green operations		
	303-2 Manage impacts related to drainage	Practice green operations		
	303-3 Water intake	KPI		
	303-4 Water intake	KPI		
	303-5 Water consumption	KPI		
Biodiversity				
GRI 3: Major Issue 2021	3-3 Management of major topics	Environment management		
GRI 304: Biodiversity 2016	304-1 Organizations own, lease, or manage operations located in or adjacent to protected areas and areas of high biodiversity outside protected areas		N/A	Not disclosed due to low relevance to our core business.
	304-2 Activities, products and services with significant impacts on biodiversity			
	304-3 Protected or restored habitats		N/A	Not disclosed due to low relevance to our core business.
	304-4 Species included in the IUCN Red List and national conservation registers in habitats affected by operations		N/A	Not disclosed due to low relevance to our core business.
Discharge				
GRI 3: Major Issue 2021	3-3 Management of major topics	Combating climate change		
GRI 305: Discharge 2016	305-1 Direct (Scope 1) GHG emissions	KPI		
	305-2 Indirect (Scope 2) GHG emissions	KPI		
	305-3 Other indirect (Scope 3) GHG emissions			
	305-4 GHG emissions intensity		Incomplete info.	Not yet within ESG scope for disclosure.

GRI Standard	Disclosure Items	Section	Abbreviated GRI Topics	
			Omitted Reason	Explanation
GRI 305: Emission 2016	305-5 Greenhouse gas emissions		Incomplete info.	Not yet within ESG scope for disclosure.
	305-6 Emissions of ozone-depleting substances	KPI		
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions		Incomplete info.	Not yet within ESG scope for disclosure.
Waste				
GRI 3: Major Issues 2021	3-3 Management of major topics	Practice green operations		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Practice green operations		
	306-2 Management of waste-related impacts	Practice green operations		
	306-3 Waste generated	KPI		
	306-4 Waste diverted from disposal	KPI		
	306-5 Waste sent for disposal	KPI		
Supplier environmental assessment				
GRI 3: Major Issues 2021	3-3 Management of major topics	Sustainable supply chain		
GRI 308: Supplier env. assessment 2016	308-1 Suppliers screened using env. assessment	Sustainable supply chain		
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain		
Employment				
GRI 3: Major Issues 2021	3-3 Management of major topics	Talent attraction		
GRI 401: Employment 2016	401-1 New employee hiring rate, turnover rate	KPI		
	401-2 Benefits provided to full-time employees (excluding temporary or part-time)	Talent development		
	401-3 Parental leave	Talent development		
Labor Relations				
GRI 3: Major Issues 2021	3-3 Management of major topics	Talent attraction		
GRI 402: Labor Relations 2016	402-1 Minimum notice period for op. changes	Talent attraction		
Occupational health and safety				
GRI 3: Major Issues 2021	3-3 Management of major topics	Occupational health and safety		
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety system	Occupational health and safety		
	403-2 Hazard identification, risk assessment	Occupational health and safety		
	403-3 Occupational health services	Occupational health and safety		
	403-4 Health and safety matters: worker participation, consultation and communication	Occupational health and safety		
	403-5 Worker health and safety training	Occupational health and safety		
	403-6 Promoting worker health	Occupational health and safety		
	403-7 Preventing and mitigating occupational health and safety impacts	Occupational health and safety		
	403-8 Workers covered by the occupational health and safety management system	Occupational health and safety		
	403-9 Work-related injuries	KPI		
	403-10 Work-related health problems	Occupational health and safety		

GRI Standard	Disclosure Items	Section	Abbreviated GRI Topics	
			Omitted Reason	Explanation
Training and education				
GRI 3: Major Issues 2021	3-3 Management of major issues	Talent development		
GRI 404: Training and education 2016	404-1 Average hours of training per employee per year	KPI		
	404-2 Employee skills enhancement programs			
	404-3 % of employees receiving regular performance and career development review	KPI		
Diversity and equal opportunities				
GRI 3: Major Issues 2021	3-3 Management of major issues	Talent attraction		
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance and employees	Talent attraction		
	405-2 Salary ratio between men and women	KPI		
Anti-discrimination				
GRI 3: Major Issues 2021	3-3 Management of major issues	Talent attraction		
GRI 406: Anti-discrimination 2016	406-1 Incidents of discrimination and actions	Talent attraction		
Freedom of Association				
GRI 3: Major Issues 2021	3-3 Management of major issues	Talent attraction		
GRI 407: Freedom of Association 2016	407-1 Operating sites and suppliers where freedom of association and collective bargaining may be at risk		Incomplete info.	Not yet within ESG scope for disclosure.
Child labor				
GRI 3: Major Issues 2021	3-3 Management of major issues	Talent attraction		
GRI 408: Child labor 2016	408-1 Operating sites and suppliers at risk of significant incidents of child labor	Talent attraction Sustainable supply chain		
Forced labor				
GRI 3: Major Issues 2021	3-3 Management of major issues	Talent attraction		
GRI 409: Forced labor 2016	409-1 Operating sites and suppliers with a significant risk of forced or compulsory labor	Talent attraction Sustainable supply chain		
Security practice				
GRI 3: Major Issues 2021	3-3 Management of substantive issues		Incomplete info.	Not yet within ESG scope for disclosure.
GRI 410: Security practice 2016	410-1 Security personnel trained in human rights policies or procedures		Incomplete info.	Not yet within ESG scope for disclosure.
Aboriginal rights				
GRI 3: Major Issues 2021	3-3 Management of major issues		N/A	Not disclosed due to low relevance to our core business.
GRI 411: Aboriginal rights 2016	411-1 Involving incidents of infringement of the rights of indigenous peoples		N/A	Not disclosed due to low relevance to our core business.

GRI Standard	Disclosure Items	Section	Abbreviated GRI Topics	
			Omitted Reason	Explanation
Local Community				
GRI 3: Major Issues 2021	3-3 Management of Major Issues	Community development		
GRI 413: Local Community 2016	413-1 Operating sites with local community engagement, impact assessments, and development programs		N/A	Not disclosed due to low relevance to our core business.
	413-2 Operating sites with actual or potential significant negative impacts on local communities		N/A	Not disclosed due to low relevance to our core business.
Supplier social assessment				
GRI 3: Major Issues 2021	3-3 Management of Major Issues	Sustainable supply chain		
GRI 414: Supplier social assessment 2016	414-1 Suppliers screened using social evaluation	Sustainable supply chain		
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable supply chain		
Public Policy				
GRI 3: Major Issues 2021	3-3 Management of Major Issues		N/A	We don't contribute to political groups, lobbyists, or organizations influencing legislation.
GRI 415: Public Policy 2016	415-1 Political contributions		N/A	
Customer health and safety				
GRI 3: Major Issues 2021	3-3 Management of Major Issues	Quality assurance		
GRI 416: Customer health and safety 2016	416-1 Evaluate the health and safety impacts of product and service categories	Quality assurance		
	416-2 Non-compliance incidents involving health/safety impacts of products/services	Quality assurance		
Marketing and branding				
GRI 3: Major Issues 2021	3-3 Management of Major Issues	Quality service		
GRI 417: Marketing and branding 2016	417-1 Requirements for product information	Quality service		
	417-2 Non-compliance incidents involving product and service information	Quality service		
	417-3 Accidents involving marketing comm.	Quality service		
Customer privacy				
GRI 3: Major Issues 2021	3-3 Management of Major Issues	Information security		
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security		

Appendix 3:

SASB Sustainability Accounting

Standards Content Index

Topics	Indicator	Encoding	Corresponding Chapter
Ethical marketing	Total value to the company of monetary losses resulting from legal actions related to false marketing claims	HC-BP-270a.1	Quality service
	Description Code of ethics regulating the use of product labels	HC-BP-270a.2	Quality service
Staff recruitment, development and retention	Company strategy for recruiting and retaining scientists and R&D personnel	HC-BP-330a.1	Talent Attraction
	Voluntary and (2) involuntary staff turnover rates for (a) directors/senior management (b) middle management (c) professionals and (d) all other employees	HC-BP-330a.2	KPI
Business ethics	Total value to the company of monetary losses resulting from legal actions related to corruption and bribery	HC-BP-510a.1	Business Ethics



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