



2024

Environmental, Social
and Governance Report

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Reporting Considerations

Overview

This report is the second annual Environmental, Social, and Governance (ESG) report (hereinafter referred to as “this report” or the “ESG Report”) issued by BioDuro (hereinafter referred to as “BioDuro,” “the Company,” “we,” or “us”). As an annual disclosure, this report aims to outline the Company’s institutional development and performance in environmental, social, and governance (ESG) aspects. It objectively presents the management approach and achievements in sustainable development to address the expectations of stakeholders.

Reporting Scope and Boundaries

The reporting period spans from January 1, 2024, to December 31, 2024 (hereinafter referred to as the “reporting period” or “this year”). To enhance the completeness of the report, certain information may refer to previous years or extend into the first quarter of 2025. This report covers all BioDuro operating entities within Mainland China. A detailed list is provided below:

Main Part	Acronyms	Common Name
BioDuro (Baonuo) Beijing Technology Co., Ltd.	Beijing Site	-
BioDuro (Jiangsu) Co., Ltd.	Jiangsu Site	-
Pharaoh Pharmaceutical Company, Ltd.	Bengbu Site	
Hebei Sundia MediTech Company, Ltd.	Hebei Site	Sundia
Sundia MediTech Company, Ltd.	Shanghai Zhangjiang Site	
Shanghai bioduro Biologics Co., Ltd.	Shanghai Waigaiqiao Site	-

Compilation Standards

This report has been prepared in accordance with the *Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021* (GRI Standards 2021). It also references and responds to the United Nations Sustainable Development Goals (SDGs) and the disclosure requirements of the Sustainability Accounting Standards Board (SASB).

Reporting Process

The content of this report was determined through a systematic procedure. The process included: forming a working group, identifying key stakeholders, conducting stakeholder interviews, recognizing and prioritizing material ESG topics, defining the boundaries of the ESG report, collecting relevant materials and data, establishing the reporting framework, drafting the report, designing the report, and conducting departmental and senior management reviews.

Data Sources & Reliability Assurance

The information and data disclosed in this report are derived from the Group’s statistical reports and official documents, and have been reviewed by relevant departments. The Group guarantees that this report contains no false records or misleading statements, and takes full responsibility for the authenticity, accuracy, and completeness of its content.

Confirmation & Approval

This report was confirmed by management and approved by the BioDuro Executive Committee on 07 30, 2025.

Access and Response to This Report

We highly value stakeholder feedback and welcome readers to contact us using the following details. Your input will help us further improve this report and enhance our ESG performance.

Email: info@biodur.com

Message from the Management

As a long-term practitioner in the biopharmaceutical field, BioDuro has always been committed to human health and social sustainability, integrating ESG as a core tenet into its strategy and making steady, measurable progress across environmental, social, and governance aspects.

Advancing Green Transformation to Build a New Sustainable Development Framework

BioDuro takes concrete action to address the climate crisis. By optimizing R&D and production processes to reduce resource waste and pollution emissions, we have been strengthening the foundation for our own operational decarbonization. At the same time, we are collaborating with upstream and downstream business partners to build a green supply chain network, accelerating the industry's sustainable development and fulfilling our long-term commitment to protecting the planet.

Growing with Society Through Responsibility

BioDuro places the holistic development of people at the foundation of its business, and is committed to fostering an open, inclusive, and diverse workplace. Upholding the belief that “employees are the company’s most valuable resource,” we have established a comprehensive talent development system, offering multi-channel career progression and structured professional enhancement programs to ensure employees can achieve growth and realize their aspirations. Additionally, we leverage our expertise to actively engage in public welfare initiatives, striving to give back to society while pursuing business success.

Strengthening Governance to Secure a Solid Foundation for Growth

BioDuro adheres to the highest ethical standards, continuously refining internal controls to ensure transparent and compliant operations. Through robust risk identification and mitigation systems, we navigate complex market environments with resilience. Furthermore, we enhance the functional capabilities of the Executive Committee, promoting scientific and democratic decision-making to institutionalize our foundation for long-term success.

Looking Ahead

BioDuro remains steadfast in its mission to “safeguard human health with global quality standards,” driving the company toward higher levels of sustainability. We are confident that this commitment will continue to create value for stakeholders, expand growth opportunities for employees, and bring lasting positive impact to communities. Together with all stakeholders, we strive to build a healthier and brighter future!

Into BioDuro

Who We Are

BioDuro, one of the portfolio companies of Advent International, boasts over 29 years of history as a trusted global Contract Research, Development, and Manufacturing Organization (CRDMO). Headquartered in Irvine, California, we operate seven R&D and manufacturing centers across six cities in China and the United States, employing over 2,000 professionals worldwide. We provide integrated services to biotechnology and pharmaceutical companies, spanning from early target validation to commercial manufacturing, with particular expertise in the discovery, development, scale-up, and production of both small and large molecules.

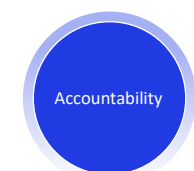
Our unique technology platforms and end-to-end services accelerate drug development timelines, mitigate risks, and deliver greater value to our partners. We adhere to globally recognized standards of compliance and operational excellence, driven by a science-focused, customer-oriented, diverse, and people-centric corporate culture.

Dedicated to offering pure-play CRDMO services, BioDuro operates under a global quality framework to deliver advanced, rapid, and flexible tailored solutions that address the unique needs of biotechnology and pharmaceutical companies, ultimately speeding up the journey of drug development.

Our Mission

To be the TRUSTED partner delivering world-class drug discovery, development and manufacturing services.

Corporate Values: ARTRI



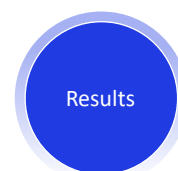
We always take responsibility for our actions and behavior and conduct ourselves to established metrics of high performance.



We deeply respect our employees and clients within a family structure based on equality and understanding.



We know we may face adversity, but will never give up, but persevere to succeed.



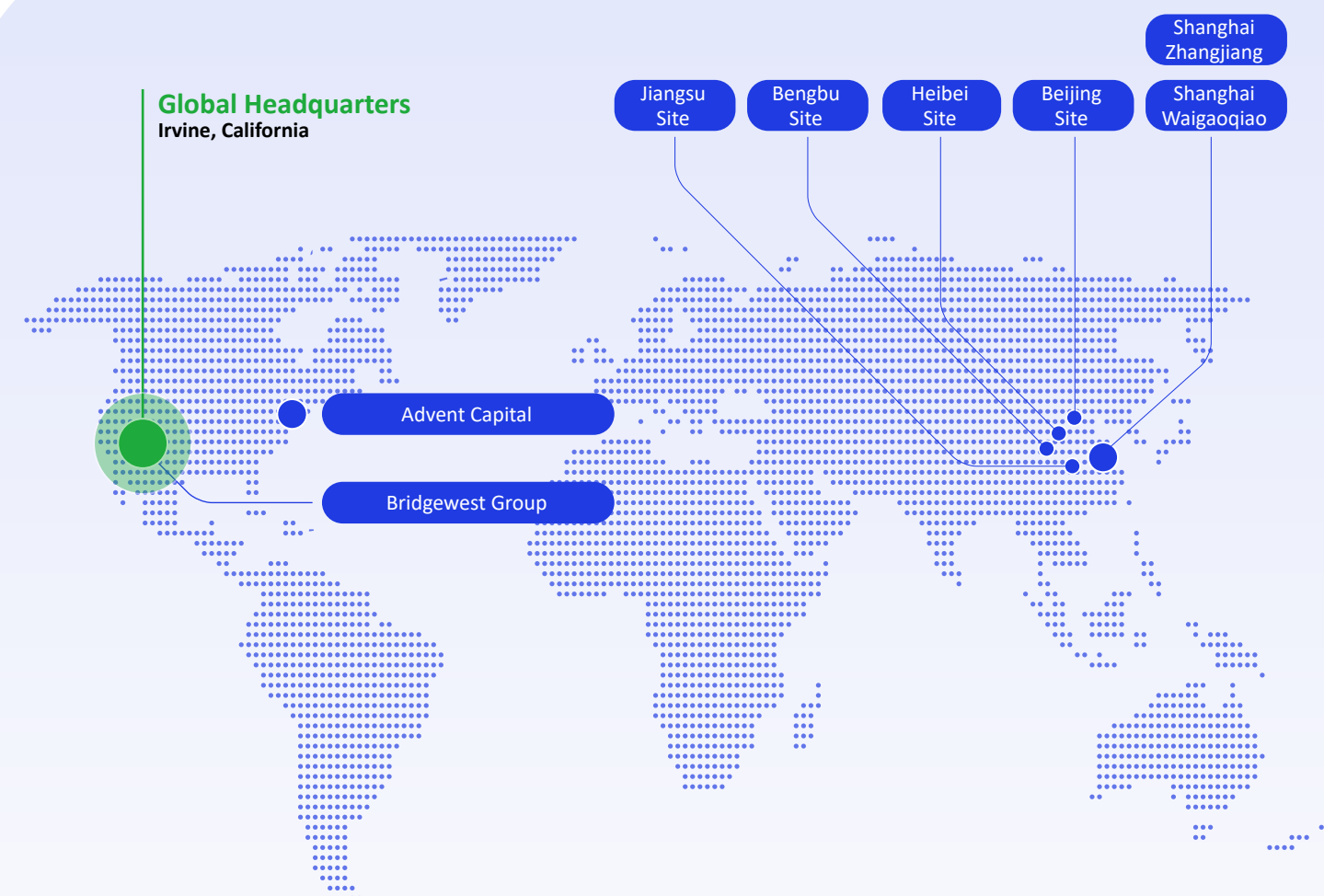
We establish clear measures of success and deliver results to our internal and external stakeholders.



We are honest with ourselves and transparent in our actions and hold Intellectual Property (IP) standards at the highest level.

Global Presence

Headquarters in Irvine, CA, with centers of excellence in the US and China.



Responsible Governance

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We adhere to values of integrity and compliance, and have built a robust governance framework with effective risk prevention mechanisms. Ethical standards are integrated into every aspect of our operations. Through a combination of policies, cultural guidance, and dynamic monitoring, we continuously improve the effectiveness of compliance management. This provides a solid foundation for our long-term and sustainable growth.

This section responds to the UN SDG 16.



ESG Governance

We continuously advance sustainable development practices in our operations and strive to enhance our ESG governance. We optimize internal management systems and identify material ESG topics based on industry characteristics and our actual operations. Corresponding goals are set to deeply integrate ESG principles into the daily operations of all business units. An ESG task force, led by senior management, coordinates across functional departments to address the expectations and concerns of stakeholders through concrete actions.

To effectively respond to environmental changes, we benchmark against industry best practices, market ESG priorities, international standards, and regulatory requirements. We integrate internal and external stakeholder feedback to establish a materiality assessment system. By identifying and evaluating material issues, we strengthen our management of risks and opportunities.

Materiality Assessment

Identification of Material Topics

Prioritization of Material Topics

Stakeholder Engagement

We identified 21 key ESG topics based on regulatory requirements, industry benchmarking, and the focus of capital markets.

Management reviewed and confirmed the significance of the identified topics, establishing a priority matrix for ESG issues.

Feedback and recommendations related to ESG management were collected through interviews with both internal and external stakeholders.



BioDuro Significance Matrix

Business Ethics

Governance System

We strictly comply with laws and regulations including the *Anti-Money Laundering Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Interim Provisions on the Prohibition of Commercial Bribery*, among others. We explicitly prohibit illegal activities such as commercial bribery, corruption, and fraud. We have established and continuously improved the BioDuro Business Ethics Policy to provide clear behavioral guidance and compliance standards for our employees and the Company in areas including handling conflicts of interest, preventing money laundering risks, and engaging in fair competition.

Our SVP of Operations is the highest-level responsible person for business ethics, overseeing all related matters and regularly reporting to the Executive Committee. The Corporate Compliance Department is responsible for the implementation and monitoring of the policy. This department conducts annual evaluations and refinements of the policy to ensure it meets both the Company's development needs and stakeholder expectations, and submits it to the Executive Committee for approval before implementation. In 2024, no litigation related to corruption, bribery, or unfair competition occurred within the Company.

Integrity Culture

We uphold the highest standards of business ethics and have implemented comprehensive integrity education for all employees as well as strict integrity management for suppliers, establishing a holistic business ethics assurance system.

We place strong emphasis on fostering business ethics among our employees. Integrity and anti-bribery awareness are mandatory training topics for all new hires, and regular business ethics training is organized company wide. In 2024, we conducted specialized training on business ethics and compliance management for all employees in China, achieving 100% coverage. The training was delivered online via Zoom and covered core principles and specific requirements related to anti-corruption, anti-bribery, conflict of interest prevention, and other key ethical guidelines. Unified assessments were administered through the DingTalk platform to verify training effectiveness. Additionally, we have established a systematic risk assessment mechanism for corruption and bribery, conducting regular reviews of operational risks and continuously strengthening our internal controls.

In terms of supplier integrity management, we perform due diligence on all potential suppliers before establishing partnerships to mitigate commercial bribery and corruption risks. During collaboration, we include mandatory clauses in supplier contracts, such as sunshine clauses, confidentiality agreements, and anti-corruption reporting channels, requiring strict adherence to our business ethics policy.

Whistleblower Protection

We work to provide employees and stakeholders with safe and accessible channels for oversight. We have established multiple reporting channels, including a hotline and dedicated email, to ensure all concerns can be addressed promptly. All reports are received and managed centrally by our Legal Department. Cases meeting established criteria will trigger a formal investigation. Where violations are confirmed, the matter will be referred to judicial authorities in accordance with the law. We continuously improve our internal control mechanisms and optimize business processes to prevent illegal activities. All employees, management, and external stakeholders could provide feedback anonymously or via real-name through the following channels:

Hotline: 010-80768365

Email: compliance_inbox@BioDuro.com

We attach great importance to protecting whistleblower rights and have implemented strict confidentiality measures and protection procedures. Any form of retaliation is explicitly prohibited. Our independently operated hotline ensures all reports are handled with strict confidentiality in accordance with legal requirements. Whistleblowers may choose to remain anonymous, and all personally identifiable information, including names, addresses, and report content, is protected throughout the entire process. We guarantee that no whistleblower will suffer demotion, threats, or any other forms of retaliatory treatment for reporting in good faith.



Animal Welfare

We uphold scientific ethics and animal welfare principles, strictly adhering to international standards and industry guidelines. We have established institutional frameworks such as the *BioDuro Laboratory Animal Care and Management Procedures* and the *BioDuro Animal Facility Environmental Quality Monitoring* to ensure standardized implementation of animal research activities. During the reporting period, our newly added 1,215 m² SPF-grade laboratory area (dedicated to oncology, immunology, and metabolism research) obtained the Laboratory Animal Use License, while related facilities successfully passed the recertification audit by AAALAC International, further enhancing our capacity to ensure laboratory animal welfare.

An Institutional Animal Care and Use Committee (IACUC) has been established at each of our facilities to review animal management protocols, evaluate operational procedures, inspect animal housing conditions, and conduct periodic project reviews. The committee consolidates feedback related to animal experiments into a written report every six months to continuously refine experimental approaches.

To fully implement animal welfare requirements, we have systematically improved health management, optimized experimental procedures, and enhanced staff training to elevate the standard of animal welfare protection.

Living Environment Assurance

- Ensure that the floor area, height, and activity space of laboratory animal cages comply with national standards.
- Conduct routine environmental monitoring: test microbial indicators in drinking water for barrier-housed animals weekly, perform settle plate air quality tests in barrier environments monthly, and assess microbial cleanliness of equipment directly contacting animals quarterly.

Feed and Water Safety

- Veterinarians conduct on-site visits to qualified feed suppliers and require third-party test reports for each batch of feed.
- Arrange third-party testing for laboratory animal feed, bedding, and drinking water every six months.

Stress Reduction Measures

- Provide diverse toys to encourage positive behavioral expression in animals.
- Implement disease prevention management practices that restrict the use of disinfectants and antibiotics.

Animal Welfare Advocacy

- Conduct regular training on animal welfare and standardized experimental procedures.
- All employees may report any animal welfare violations or misconduct via email or suggestion boxes to the IACUC, which regularly collects and addresses such reports and feedback.

Animal Welfare Initiatives

We have established a preventive veterinary care system to effectively reduce antibiotic usage through regular health examinations, deworming, vaccination programs, and comprehensive staff training to minimize potential harm to animals. Additionally, we employ environmentally friendly pest control methods such as physical eradication, avoiding the use of insecticides within animal facilities.

To further enhance laboratory animal welfare, we innovatively adopted a technique allowing a single animal to undergo multiple types of catheterization procedures. For novel experimental types, we conduct pre-tests to evaluate and optimize protocols, significantly reducing the number of animals required. Through systematic improvements in experimental design, optimization of key indicator screening, and refinement of operational techniques, we effectively alleviate pain and stress responses experienced by animals during experiments.

Furthermore, we have developed a structured training system for animal welfare, implementing differentiated programs tailored to various roles. We provide new employees with training on facility regulations and humane handling practices, offer practical guidance on behavioral management to animal caretakers, and update the operational procedures for research personnel regularly.

Intellectual Property Protection

We attach great importance to intellectual property protection, recognizing it as the foundation of our innovative development. We strictly comply with laws and regulations including the *Trademark Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Intellectual Property Certification Management Measures*. During the reporting period, we updated internal policies such as the *BioDuro Intellectual Property Management Measures* and the *Trade Secrets Management System*, standardizing procedures for protecting innovative achievements and clarifying principles of ownership and confidentiality management.

We sign confidentiality and intellectual property protection agreements with all employees upon hiring, explicitly defining their obligations regarding information security and intellectual property rights. Additionally, we have established a leakage incident management process to ensure that in cases of actual or suspected breaches, a crisis response team comprising relevant departments, legal affairs, and the executive committee can take appropriate measures in accordance with laws and regulations to minimize impact.

Our dedicated Intellectual Property Protection Team operates on an ongoing basis, ensuring all employees deeply understand and fulfill their IP protection responsibilities through annual training and policy communication initiatives. During the reporting period, we conducted company-wide training on the *Intellectual Property Management Measures* and *Trade Secrets Management Measures*, delivering courses and assessments via an online learning platform. In 2024, training covered 1,977 employees with a completion rate of 95%, significantly enhancing awareness of intellectual property protection. Throughout the reporting period, we held 27 patents and experienced no intellectual property infringement incidents.



Empowering Clients

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We consistently prioritize quality assurance as the cornerstone of our operations, ensuring product safety and reliability through a rigorous quality control system. Guided by client needs, we deliver professional and efficient customized services while continuously optimizing supply chain management to build a stable and sustainable industrial ecosystem that supports pharmaceutical innovation.

This section responds to the UN SDGs:

4

QUALITY
EDUCATION

9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

12

RESPONSIBLE
CONSUMPTION
AND PRODUCTION

17

PARTNERSHIPS
FOR THE GOALS



Quality Assurance

We have established a comprehensive quality management system, with the *Quality Manual* serving as the core guiding document to ensure product quality and safety. We continuously optimize and update various quality-related SOP documents to comply with the highest quality standards and guidelines.

Our Quality Assurance Department and Compliance Department are responsible for implementing quality systems, enforcing standards, and conducting compliance reviews. We have built an end-to-end quality management framework covering all stages of the product lifecycle, including research, development, and production. Our facilities in Shanghai, Jiangsu, Shijiazhuang, Bengbu, and other locations have obtained ISO 9001 Quality Management System certification, with all key quality performance metrics meeting certification requirements.

Quality Management

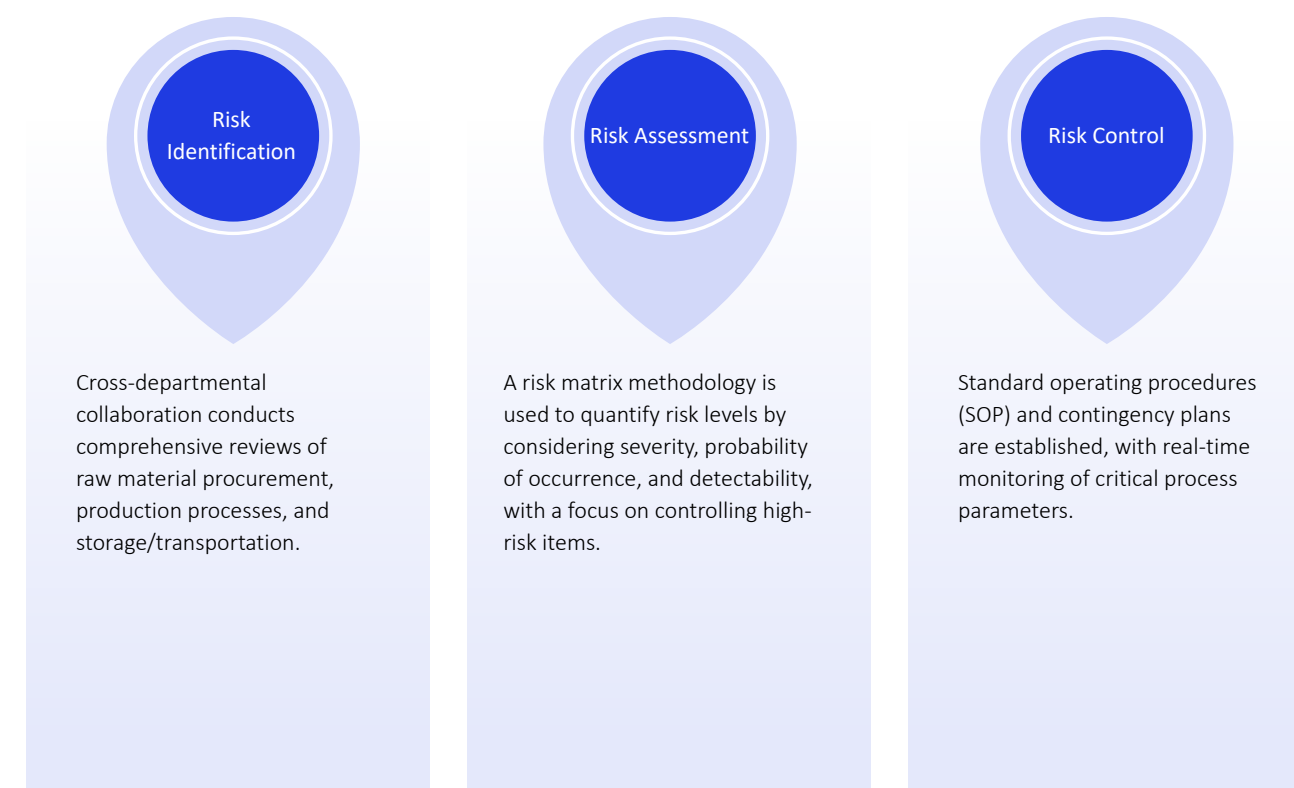
We have established a quality assurance system that spans the entire product lifecycle, covering four key modules: quality control, risk management, quality review and audit, and target setting. This system ensures product quality compliance through systematic tools and standardized processes.

Quality Control

Based on ISO 9001 and GMP standards, we have built an end-to-end quality control system covering raw material inspection, production process monitoring, and finished product release. Equipped with advanced testing instruments such as HPLC and GC, we strictly adhere to ALCOA+ principles and standardize the investigation process for out-of-specification results to ensure all testing meets pharmacopoeia and industry requirements.

Quality Risk Management

Quality risk management is fully integrated into our quality system. Following ICH Q9 guidelines, we systematically manage product quality risks through tools such as Failure Mode and Effects Analysis (FMEA) and Hazard Analysis and Critical Control Points (HACCP).



Quality Review and Audits:

We continuously enhance our quality management through annual quality reviews and a three-tier audit system. Each year, we conduct comprehensive reviews of key quality system modules, integrating data on production deviations, complaints, and stability to identify abnormal trends. Root cause analysis is performed using tools such as fishbone diagrams. Additionally, we have established a three-tier audit system covering internal operations, suppliers, and clients. In 2024, we completed internal audits across all departments at all sites, conducted on-site audits of 18 critical suppliers, and successfully passed 25 client audits, achieving a 100% corrective action completion rate and pass rate.

Quality Objectives:

We set specific quality targets, including achieving a 90% on-time and in-full order completion rate and maintaining a customer satisfaction rate of at least 85%. In 2024, all production sites exceeded these established benchmarks.

Quality Culture

We actively promote a culture of quality by strengthening employees' quality awareness and professional capabilities through systematic GMP training and practical exercises, ensuring steady improvement in product and service quality.

Comprehensive GMP Training to Enhance Quality Awareness

In 2024, we conducted monthly GMP training for quality-related personnel according to the annual plan, covering each updated SOP. New employees must complete training and pass assessments before assuming their roles. Furthermore, regulatory compliance and audit corrective action training were provided to adapt to industry changes and internal audit requirements. A total of 545 training sessions were held across all sites throughout the year, effectively enhancing employees' quality awareness and operational compliance.



Excellence in Service

We continuously advance innovation in R&D, optimize technological platforms and service processes, and refine our client management system and marketing standards, all dedicated to providing more efficient drug development solutions for our clients.

R&D Breakthroughs

Guided by an innovation-driven development philosophy, we focus on shortening drug development timelines and enhancing service quality. Through sustained investment in green chemistry R&D, we improve solvent and energy efficiency, increase waste recovery rates, and strengthen our sustainable development capabilities and competitiveness. We have established a Scientific Advisory Committee, bringing together leading experts in small molecules and biotherapeutics, along with numerous R&D talents, to accelerate progress in ongoing projects.

During the reporting period, we actively participated in key global pharmaceutical industry summits, demonstrating our commitment to pharmaceutical innovation and industry advancement. Simultaneously, we continuously improved our R&D innovation system, built specialized experimental platforms, optimized resource management systems, and upgraded technical support to enhance drug development efficiency and service quality.

We developed a compound library product and established standardized repositories, stocking readily available compounds and technical documentation to accelerate internal R&D and meet external commercial demands. Additionally, we constructed a high-throughput experimentation platform that streamlines compound screening and optimization through standardized processes, shortening development cycles while ensuring data reliability.

Fully Automated Solid-Phase Peptide Synthesis Laboratory

During the reporting period, we established a fully automated solid-phase peptide synthesis laboratory with end-to-end capabilities from pilot-scale synthesis to purification. The facility has successfully delivered multiple kilogram-scale pentapeptide compound projects, significantly enhancing production efficiency and product purity while strengthening our R&D competitiveness.

Integrated Compound Management Platform

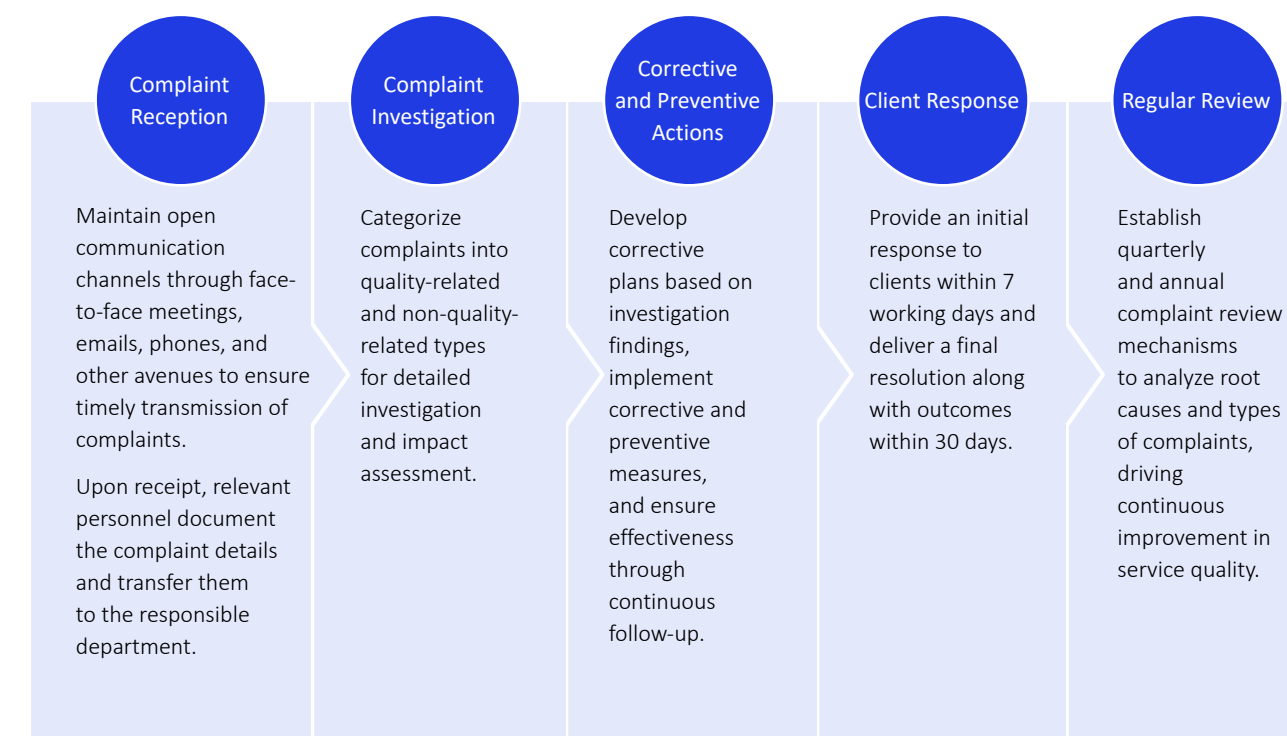
We developed an integrated compound management platform equipped with liquid handling workstations, specialized storage facilities, and an intelligent management system to achieve precise end-to-end control of compounds. This platform enhances service capabilities and production capacity through automated operations, supporting both internal and external R&D needs.

Through sustained investment in R&D innovation and adherence to stringent quality control standards, we were honored with the 2025 Outsourced Pharma CDMO Leadership Award, demonstrating our professional expertise and industry leadership in drug development and manufacturing.

Responsiveness to Client Needs

We adhere to a client-centric approach, strictly implementing internal management systems such as the *Customer Satisfaction Management* and *Product Complaint Management Procedures* to build a comprehensive service framework. Our commitment is to provide efficient and reliable end-to-end services, fostering long-term, mutually beneficial partnerships with clients.

We place high importance on client experience and service quality, conducting biannual customer satisfaction surveys covering core dimensions including service responsiveness, professional expertise, and process management. Client feedback is actively addressed through analysis and follow-up actions. For complaints, we have established a tracking mechanism using a “Complaint Tracking Form” to implement closed-loop hierarchical management, continuously improving service quality and collaboration efficiency. During the reporting period, all complaints were resolved within the stipulated timeframe and received client acknowledgment.



Client Complaint Handling Process

Responsible Marketing

We uphold integrity and transparency as core principles in promoting responsible marketing practices, ensuring all business activities strictly adhere to the highest ethical and legal standards. We rigorously comply with local laws, regulations, and industry guidelines in all regions where we operate, and have established internal policies such as the Advertising Review Guidelines. To reinforce awareness of responsible marketing, we conduct regular training for marketing staff covering legal requirements, marketing standards, and product knowledge, strengthening a culture of compliance.

During the reporting period, no significant marketing compliance violations occurred at BioDuro.

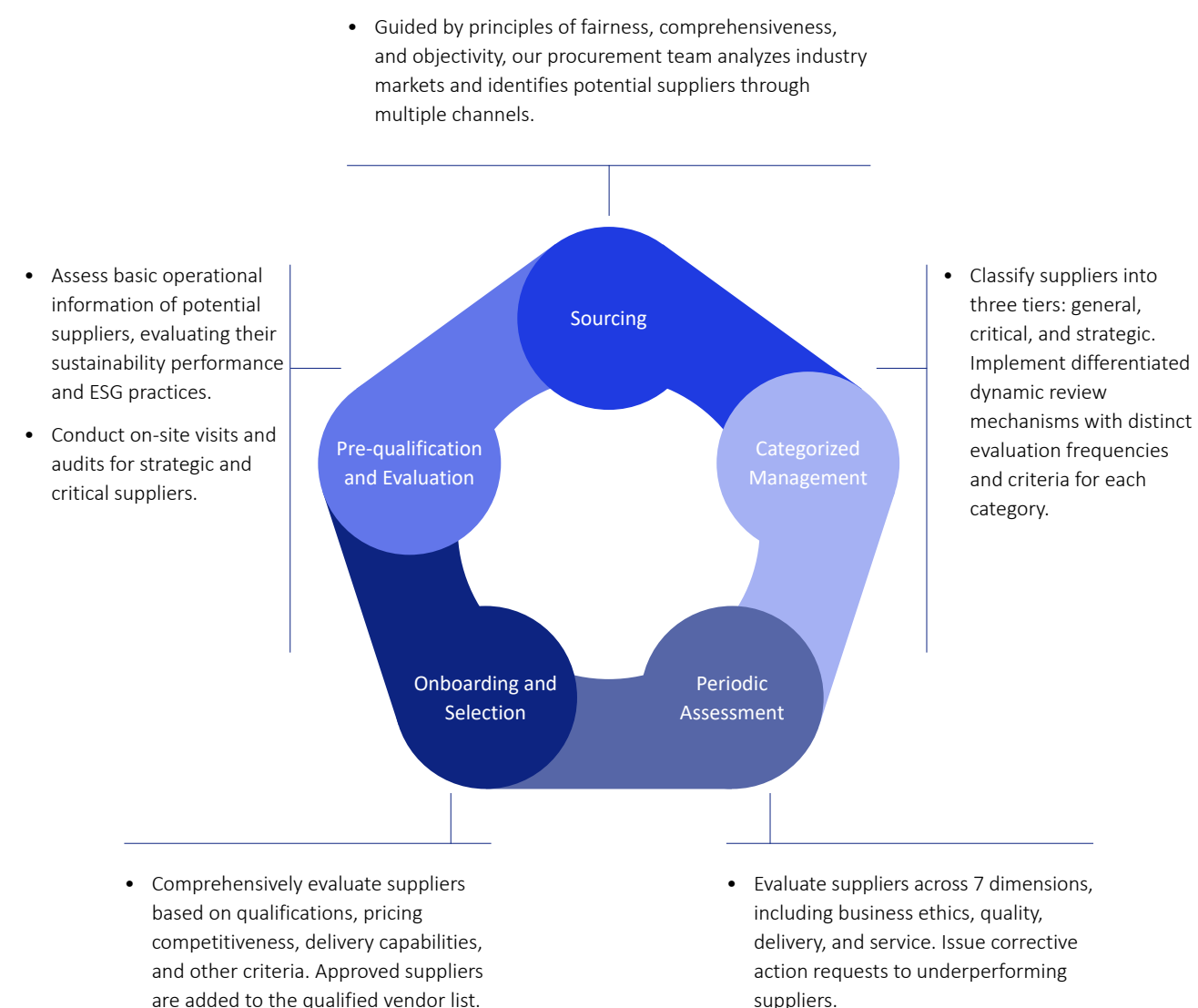
Sustainable Supply Chain

We regard supply chain development as a critical pillar of sustainable growth, continuously optimizing our supplier management system. While ensuring stable and efficient supply chain operations, we collaborate with partners to foster a responsible and sustainable supply chain ecosystem.

Supplier Management System

BioDuro strictly adheres to procurement-related policies and regulations in all operational regions. We have established internal standards such as the *Procurement Management Policy* and *Supplier Management Policy*, defining requirements for full lifecycle supplier management and standardized procurement processes to ensure a robust framework for supply chain governance.

We have implemented a comprehensive supplier management system covering five key stages: sourcing, pre-qualification and evaluation, onboarding and selection, periodic assessment, and categorized management. This structured approach continuously enhances the efficiency of our supplier management.



Sustainable Procurement

We continuously deepen our sustainable procurement practices, collaborating with suppliers to advance environmental protection and social responsibility, and jointly achieve balanced development of commercial value and social benefits.

We consistently uphold the concept of sustainable procurement and have established the *BioDuro Sustainable Procurement Policy*, which outlines requirements and initiatives for suppliers across five dimensions: business ethics, environment, labor and human rights, and occupational health and safety. This collaborative effort aims to build a sustainable industrial ecosystem.

Supplier Code of Conduct

We integrate ESG standards into our supply chain management system and have developed a *Supplier Code of Conduct*. This document explicitly requires suppliers to comply with international standards and initiatives in ESG-related areas such as environmental protection, labor rights, health and safety, business ethics, and intellectual property protection, ensuring they fulfill their social responsibilities. We require suppliers to sign and implement this Code to align with our corporate business ethics and social responsibility standards.

We incorporate sustainability requirements, including environmental responsibility, occupational health, and safety, into contractual terms with suppliers. Through regular evaluations, we minimize supply chain risks and build a responsible supply network.



Supplier ESG Risk Management



We proactively identify and mitigate potential ESG risks within our supply chain through on-site audits and standardized questionnaires, ensuring compliant and sustainable operations.

On-site Audits:

We conduct regular on-site audits for critical and strategic suppliers to evaluate their compliance performance in environmental protection, employee health and safety, corporate governance, and other areas. This enables timely identification and elimination of potential ESG risks in our collaborations.

Supplier Questionnaires:

We utilize standardized questionnaires to comprehensively assess suppliers' policies, qualifications, and initiatives in areas such as quality management, supplier management, and corporate social responsibility. The findings are used to generate evaluation recommendations.

Based on the results of ESG assessments and on-site audits, we provide feedback reports and assist suppliers in developing improvement measures. This supports their ESG performance and management capabilities, effectively mitigating related risks in the supply chain.

Supply Chain Empowerment

We consider supplier empowerment a key driver for building a sustainable supply chain. By incentivizing high-performing suppliers, conducting supplier training, enhancing procurement team capabilities, and optimizing communication mechanisms, we promote collaborative development across the supply chain.



Green Planet

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We consistently integrate low-carbon and environmental principles into all aspects of R&D and daily operations, advancing green practices through a robust environmental management system. Simultaneously, we proactively address global climate challenges by developing sustainable business models that balance economic efficiency with environmental benefits, fulfilling our corporate environmental responsibilities and social commitments.

This section responds to the UN SDGs:

6

CLEAN WATER AND SANITATION



11

SUSTAINABLE CITIES AND COMMUNITIES



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



13

CLIMATE ACTION



Environmental Management

We recognize the critical importance of environmental protection and actively build a comprehensive environmental risk control system. While implementing systematic environmental risk identification and management, we focus on enhancing employees' awareness and professional capabilities in environmental risk prevention. We are dedicated to fully executing environmental management measures to minimize the impact of our operations on the environment, translating green development concepts into concrete actions and contributing to ecological conservation.

Environmental Management System

We have established a comprehensive environmental management system, coordinated by the Environment, Health, and Safety (EHS) department, which oversees the implementation of environmental measures across all departments and monitors operational environmental performance.

We have formulated the *BioDuro Environmental Management Policy*, which sets forth guiding principles for all operational activities and employees, while explicitly outlining our commitments, standards, and specific goals in key areas such as energy and greenhouse gas management, water resource utilization, waste and emission control, and biodiversity protection.

To clarify management responsibilities and guide practical implementation, we have also developed and implemented a series of internal management protocols, including the *Environmental Protection Management Regulations*, *Safety, Health, and Environmental Responsibility System*, *EHS Compliance Management*, *EHS Training Management*, and *Hazardous Waste Management Procedures*. These documents systematically ensure the effective operation of our environmental management system.

Furthermore, we communicate environmental requirements to all employees through channels such as EHS public emails, ensuring full understanding and strict adherence to environmental regulations, as well as active participation in environmental protection practices.

As of the end of the reporting period, multiple R&D and production centers, including our Jiangsu Site, Shanghai Zhangjiang Site, and Shanghai Waigaoqiao Site, have obtained ISO 14001 Environmental Management System certification.

Environmental Risk Management

We have established a systematic and comprehensive environmental risk management system, regularly conducting hazard identification, risk assessment, and review processes to implement effective preventive measures. For emergency environmental incidents, we have developed contingency plans and robust response mechanisms. These plans and risk assessment reports are strictly revised every three years, submitted to environmental authorities for filing after expert review, ensuring our capability to respond promptly and manage incidents appropriately to minimize environmental harm and losses. During the reporting period, environmental risk assessments were conducted across all R&D centers.

We also conduct regular internal EHS audits. In 2024, our internal team performed EHS audits at R&D centers to evaluate the effectiveness and adequacy of risk management. The audit identified seven major EHS-related findings and recommendations, with no critical findings. All identified issues have either been rectified or are currently under remediation.

In 2024, no environmental protection-related legal or regulatory violations occurred at any of BioDuro's R&D or production centers.

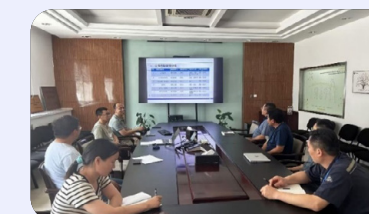
Environmental Training and Awareness

To strengthen environmental responsibility awareness across the organization, we actively foster a culture of environmental stewardship by conducting regular training sessions for all employees on topics such as environmental protection, energy conservation, and emissions reduction. Through diverse educational initiatives, we enhance employees' environmental knowledge and promote the integration of green practices into both work and daily life.

In 2024, we organized a series of training sessions focused on hazardous chemicals, utilizing both online and offline formats to improve employees' awareness of policies, operational procedures, and approval processes for high-risk reactions. Strict adherence to these protocols is required of all staff.

Standardized Management Training for Hazardous Waste

In June 2024, we conducted specialized training on the standardized management of hazardous waste for employees. The training covered the definition and classification of hazardous waste, relevant laws and regulations, and standardized management practices. It particularly emphasized contingency plans and disposal procedures for hazardous waste, significantly enhancing employees' ability to respond to emergencies such as leaks and fires, thereby bolstering environmental safety safeguards.



Standardized Management Training
for Hazardous Waste

Shanghai Waigaoqiao Site: Hazardous Waste Management Training for Cleaning Staff

On July 26, 2024, the Shanghai Waigaoqiao Site conducted specialized hazardous waste knowledge training for administrative cleaning staff. Through systematic explanations of hazardous waste identification and disposal requirements, the training effectively enhanced the environmental awareness and operational skills of cleaning personnel, ensuring compliant handling of hazardous waste and general solid waste.

Shanghai Zhangjiang Site: Online Training on Hazardous Chemicals

In December 2024, the Shanghai Zhangjiang Site organized an online safety training session on hazardous chemicals to strengthen corporate work safety management capabilities. The training achieved full coverage of key roles including production, EHS, and quality departments. Utilizing a hybrid model of online instruction supplemented by hands-on drills and emergency simulations, the program delivered an average of 30 training hours per participant, significantly improving employees' professional competence and compliance awareness in handling hazardous chemicals.



Online Training on
Hazardous Chemicals

Beijing Site: Series of Chemical Safety Training Activities

Throughout 2024, the Beijing Site carried out a series of chemical safety training initiatives. For high-risk chemical reaction management, the base organized specialized sessions for laboratory supervisors and chemists to enhance their ability to identify and control reaction risks. Additionally, training on hazardous chemicals and controlled substance safety management was conducted, including studies of relevant safety regulations and assessments for personnel involved in controlled chemical registration. These diverse training activities effectively elevated chemical safety management standards and emergency response capabilities.

Furthermore, we regularly promote energy conservation and emission reduction concepts through company-wide EHS Newsletters and resource conservation initiatives. These communications provide practical methods for saving water and electricity, strengthening employees' sense of responsibility for energy conservation and environmental protection.



Resource Conservation Initiative



Electricity Saving Tips

To enhance employees' capability to respond to sudden environmental incidents, all R&D and production centers of BioDuro conducted environmental emergency drills during the reporting period. These exercises focused on hands-on training for scenarios such as hazardous waste leakage, significantly strengthening staff's emergency response skills for environmental safety.

Beijing Site: Hazardous Chemical Leak Emergency Drill

In February 2024, the Beijing Site organized an emergency drill for hazardous chemical leaks. Through coordinated efforts between laboratory supervisors and the EHS department, the emergency response procedure was swiftly activated. Relevant personnel were promptly notified, and the leaked chemicals were contained using absorbent materials, successfully completing the accident handling exercise.



Hazardous Chemical Leak Emergency Drill

Bengbu Site: Simulated Hazardous Chemical Leak Emergency Drill

In May 2024, the Bengbu Site conducted a simulated emergency drill for hazardous chemical leaks. During the drill, warehouse custodians and EHS staff quickly reported the incident and initiated the emergency plan for warehouse leaks. They organized the containment and collection of hazardous chemicals. After verifying safe handling methods by checking the material MSDS (Material Safety Data Sheet), designated personnel wearing protective gear performed cleanup, neutralization, and site decontamination, followed by completing the accident reporting procedure.



Simulated Hazardous Chemical Leak Emergency Drill

Shanghai Zhangjiang Site: Chemical Leak Emergency Drill

In December 2024, the Shanghai Zhangjiang Site laboratory conducted an emergency drill for chemical leak incidents. Key steps included implementing emergency evacuations, consulting MSDS to confirm the properties of leaked substances, and standardizing the disposal of leaked materials. These measures effectively improved employees' emergency response capabilities.



Promoting Green Operations

We adhere to the concept of green operations, integrating environmental protection throughout our R&D and operational processes. We have established a comprehensive system for pollutant management and emission control, and continuously reduce pollutant discharge levels through measures such as optimizing process flows, strengthening process controls, and improving treatment efficiency. This enables us to achieve cleaner production and green development.

Water Resource Management

We strictly comply with laws and regulations including the *Water Law of the People's Republic of China* and the *Water Pollution Prevention and Control Law of the People's Republic of China*, deeply practicing water conservation principles and continuously implementing water resource optimization measures. In 2024, the consolidation of several laboratories at our Beijing Site resulted in a year-on-year reduction of 53,618.4 RMB in water costs.

Waste and Emission Management

We rigorously follow relevant laws and regulations in all operational regions, including the *Atmospheric Pollution Prevention and Control 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*, the *Law of the People's Republic of China on Noise Pollution Prevention and Control*, and the *Pollutant Discharge Permit Management Regulations*. We operate with valid discharge permits, ensuring that both the concentration and total volume of pollutants do not exceed permitted limits.

In accordance with regulatory requirements, we have established a robust internal environmental management system, including specialized policies such as the *Environmental Protection Management Regulations*, *Waste Management Regulations*, *Hazardous Waste Management Procedures*, *Wastewater Management Regulations*, *Exhaust Gas Management Regulations*, and *Noise Management Regulations*. These documents provide standardized guidance for the effective management of all types of emissions. Additionally, we ensure compliant disposal of generated hazardous waste in strict accordance with relevant regulations, maintaining full compliance and effectiveness throughout our environmental management processes.

Waste Management

We engage qualified third-party agencies to conduct EHS audits of suppliers, evaluating their management of all categories of hazardous waste. These comprehensive audits examine responsibility structures, compliance status, technical processes, and disposal capabilities to ensure hazardous waste is properly handled.

The non-hazardous waste generated by our operations includes general industrial solid waste, office trash, and domestic garbage. We strictly comply with national regulations by storing general industrial solid waste separately in designated areas. Office and domestic waste are collected and processed according to classification principles. All non-hazardous waste is entrusted to professional agencies with appropriate disposal capabilities for compliant treatment.

For hazardous waste generated from R&D and operations, we commission licensed third-party institutions for specialized disposal. Hazardous waste is temporarily stored in dedicated storage facilities categorized by type, with strict protective measures against scattering, runoff, leakage, and rainfall, along with regular maintenance inspections. Storage containers and areas are labeled with standardized tags and warning signs as required by regulations to minimize environmental risks during disposal. Additionally, hazardous components within office waste are separately collected and transferred to qualified professional units for treatment.

Waste Reduction

We have effectively reduced internal waste generation and enhanced overall waste management through multiple initiatives including material reuse, recycling, technological upgrades, and process optimization.

Chemical Recycling and Reuse

In 2024, we actively responded to environmental protection requirements by implementing chemical recycling and reuse, alternative material substitution, and process optimization across all R&D centers. These measures significantly reduced chemical consumption.

Following implementation, dichloromethane (DCM) usage decreased by 12.62% year-on-year, and chemical solvent usage decreased by 19.52% year-on-year, effectively mitigating the environmental impact of production activities.

We actively promote green office practices by implementing energy conservation, emission reduction, and circular economy measures in office areas, achieving waste reduction targets.

Office Supplies Management

- Continuously set printers to default double-sided printing mode to effectively reduce office paper consumption
- Consistently select low-pollution and low-carbon cartridge products, and implement unified recycling to achieve dual benefits of environmental protection and carbon emission reduction
- Maintain centralized and unified management of office supplies to effectively control the usage of daily consumables

Waste Classification

- Adhere to dry and wet waste separation for collection and treatment, converting wet waste into fertilizers, animal feed, and other reusable resources to effectively reduce the volume of office and domestic waste incineration

Paperless Office Initiatives

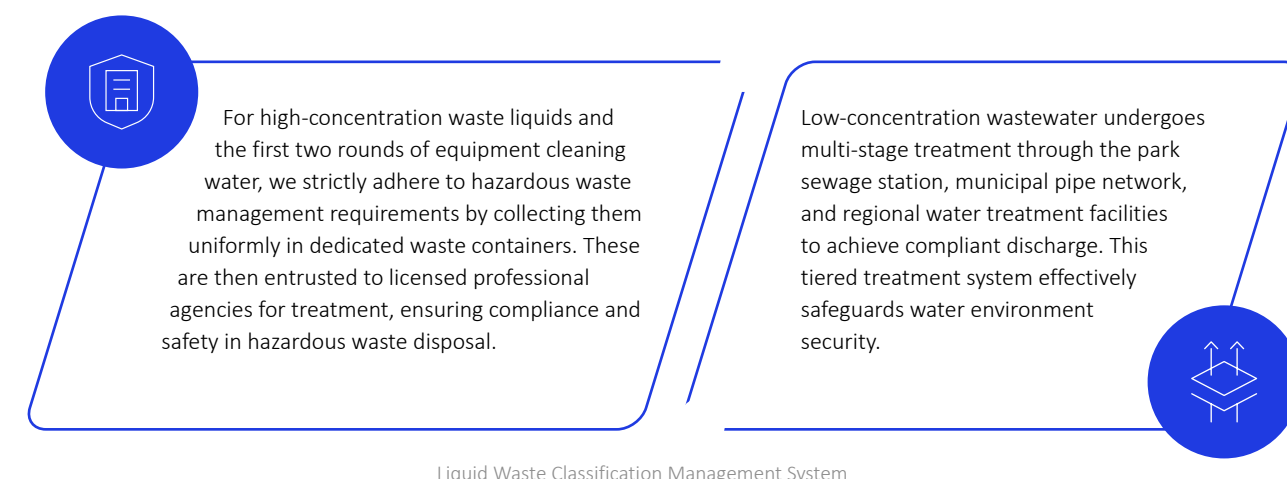
- Utilize a digital internal communication system, employing OA platforms, emails, video conferences, and other online tools to enable efficient information exchange, minimize offline approval processes, and significantly reduce paper resource consumption
- Continuously advance the transition to electronic document archiving, further reducing resource usage through digital storage management

Encouraging Reuse of Office Supplies

- Establish an employee sharing platform to facilitate the exchange of reusable office supplies and encourage staff to return still-functional items to the company for circular reuse
- Conduct professional assessments of recycled IT equipment such as computers; refurbish, maintain, and replace components of devices meeting reuse criteria before reintroducing them into operation

Wastewater Discharge Management

In 2024, we actively advanced wastewater discharge management across all R&D centers through multiple measures, enhancing wastewater treatment efficiency. We implemented circulating water to supply condensers in cooling processes, reducing water consumption through recycling, while establishing a comprehensive liquid waste classification management system to implement differentiated disposal strategies based on waste concentration and properties.



Liquid Waste Classification Management System

Waste Gas Emission Management

We strictly standardize waste gas emission management by conducting daily inspections of emission facilities to ensure 24/7 normal operation throughout the year. We regularly replace activated carbon materials in adsorption devices to guarantee compliant emissions, while rigorously standardizing cleaning protocols for laboratory glassware to reduce volatile organic compound (VOC) accumulation and fugitive emissions.

Noise and Odor Management

In strict accordance with pollutant discharge permit requirements, we engage third-party professional agencies to conduct regular boundary noise monitoring, issuing quarterly inspection reports to effectively ensure compliance with noise management standards. Simultaneously, we prioritize odor control to maintain air quality in the working environment.

Beijing Site Replaces Lobby Glass Door to Reduce Odor Intrusion

In 2024, the Beijing Site invested 20,659 RMB to replace the manually operated swing door at the reception area with an automatic sensor-activated double sliding glass door. The new sliding glass door significantly reduces heat loss to maintain stable office temperatures while effectively blocking negatively pressurized odor infiltration, creating a more comfortable working environment for employees.



Automatic Sliding Glass Door

Addressing Climate Change

We recognize the profound impact of climate change on business operations and society, and have established a comprehensive climate risk management mechanism. Through implementing energy-saving and emission-reduction technologies, promoting renewable energy applications, and optimizing energy structures, we systematically reduce greenhouse gas emissions. Additionally, we collaborate with suppliers and other value chain partners to establish green cooperation mechanisms, jointly building a low-carbon ecosystem to address climate change challenges.

Climate Action Initiatives

Carbon Neutrality Practices

Target Setting

Based on our signed commitment to the Science Based Targets initiative (SBTi), our Shanghai Waigaoqiao Site is conducting an in-depth analysis of its own and value chain carbon emission data. We are establishing a direction for continuous carbon emission reduction, actively exploring diversified emission reduction pathways, and will regularly update progress in future reports. The Shanghai Waigaoqiao Site has developed greenhouse gas reduction targets in accordance with SBTi standards.



SBTi Targets¹

We commit to reducing absolute Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030, using 2023 as the base year. We will also account for and reduce Scope 3 emissions.

Greenhouse Gas Emission Measurement & Verification

We have established an annual greenhouse gas accounting system that covers emission and energy consumption data from all R&D and production bases. By continuously tracking progress toward greenhouse gas reduction targets, we have confirmed that our long-term carbon neutrality goals are advancing steadily as planned. For the Shanghai Waigaoqiao Site, we conducted a specialized greenhouse gas emission inventory and engaged a third-party authoritative verification body to certify the results. Additionally, based on future business projections, we scientifically forecast mid-to-long-term carbon emission trends, establishing a data foundation for key tasks such as developing energy-saving and emission-reduction pathways and monitoring progress toward greenhouse gas emission targets.

Value Chain Decarbonization

By strengthening collaboration with stakeholders including employees, suppliers, and clients, we comprehensively promote emission reduction practices across the value chain. We incorporate environmental performance into supplier selection criteria, prioritize green and low-carbon products, encourage suppliers to improve their environmental performance, and actively advocate for employee green commuting to foster low-carbon lifestyles.

¹ These SBTi targets cover the BioDuro Shanghai Waigaoqiao Site.

Energy Management

We strictly comply with laws and regulations such as the *Energy Conservation Law of the People's Republic of China* and systematically build an energy management system, ensuring compliant operations through internal policies and initiatives. The engineering departments at each R&D and production base are responsible for collecting energy usage data, evaluating the effectiveness of energy-saving measures, and exploring new energy management models. We treat energy consumption control as a core strategy for greenhouse gas reduction, continuously improving energy efficiency through technological upgrades, equipment retrofits, and process optimization. We also promote energy-saving improvements in lighting systems, IT infrastructure, HVAC systems, and various equipment across all bases to consistently reduce operational energy consumption.

IT Infrastructure

- Promote server virtualization technology to reduce hardware requirements while upgrading traditional servers to hyper-converged servers
- Extend the service life of IT equipment through proper maintenance management and rational server configuration

- Upgrade frequency converters in exhaust gas systems to intelligent control system converters, enabling real-time linkage with laboratory exhaust fans to achieve energy savings. This reduces annual electricity consumption by approximately 25%, saving about 27,000 kWh
- After consolidating several laboratories at the Beijing Site, achieved a year-on-year reduction of RMB 310,618 in electricity costs

Equipment Upgrades and Resource Optimization

Lighting Systems

- Install automatic sensor-activated lighting systems
- Utilize LED lighting technology
- Implement controlled lighting management in public areas during non-working hours

- Establish clear guidelines for air conditioning activation conditions and usage periods, regulating temperature settings in summer and winter to achieve energy conservation. Utilize Building Management Systems (BMS) to optimize ventilation and air conditioning operations, preventing prolonged full-load operation and enabling energy-efficient control
- Customize selection of air conditioning equipment based on specific site characteristics and actual needs to optimize energy consumption configuration and improve electricity efficiency
- Adjust air conditioning parameters in real-time based on remote heating monitoring to reduce heating energy consumption. In Q4 2024, this resulted in heating cost savings exceeding RMB 810,000

HVAC Systems

Energy-Efficient Lighting Retrofitting

We continuously advance equipment upgrades across all our R&D and production centers. By installing motion sensors for lighting systems and replacing fluorescent lamps with LED tubes, we have significantly improved energy efficiency. During the reporting period, our Jiangsu Site and Shanghai Waigaoqiao Site achieved 100% LED lighting coverage, with motion sensor lighting implemented in certain non-emergency stairwells.



Climate Change Emergency Response

We focus on enhancing our resilience to climate-related risks to ensure employee safety and business continuity.

We have developed a *Business Continuity Plan* that provides operational guidance for responding to and recovering from emergencies such as climate change events. Additionally, we regularly conduct emergency drills to ensure the effectiveness of our response mechanisms and strengthen employees' crisis management and execution capabilities during major incidents.

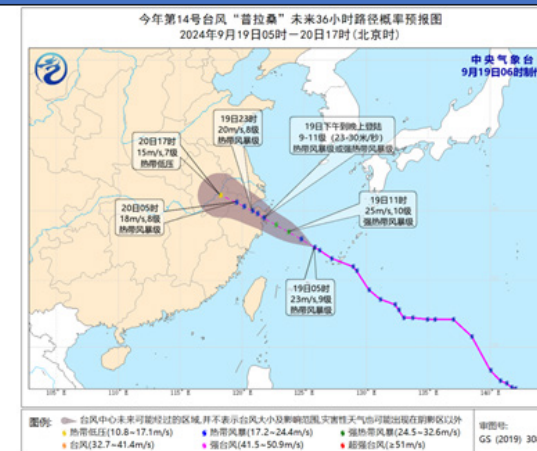
Shanghai Waigaoqiao Site Climate Emergency Drill

In July 2024, the Shanghai Waigaoqiao Site organized a typhoon and flood emergency drill in response to extreme weather events such as summer typhoons and heavy rainfall. This exercise aimed to validate the effectiveness of emergency plans, ensuring all departments could execute prevention, response, and control measures promptly, efficiently, and orderly to minimize the impact of natural disasters, reduce losses, and safeguard base facilities and personnel safety.

The drill simulated typhoon and flood scenarios, focusing on testing the execution efficiency of security personnel, EHS departments, and engineering teams in critical areas including emergency patrols, meteorological warning dissemination, and repair and rescue operations. It comprehensively evaluated the effectiveness of emergency plans and interdepartmental coordination. Through post-drill analysis, the base identified shortages in emergency supplies and plans to augment essential equipment such as helmets, headlamps, and rain boots to further enhance preparedness for extreme weather events.

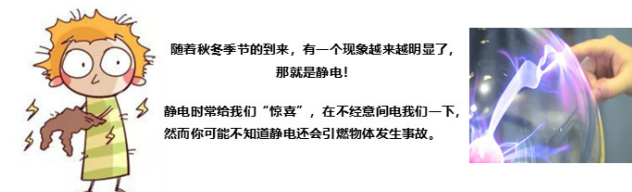


Typhoon and Flood Emergency Drill



Typhoon and Rainstorm Warning Email

秋冬季实验室预防静电小妙招



Autumn-Winter Laboratory Static Electricity Prevention Notice



Extreme Weather Alert Briefing

Warm Community

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We recognize talent as the core driver of corporate development and are dedicated to building a diverse workforce. We value the career development needs of every employee, continuously improve rights protection mechanisms, and support employees in achieving personal growth. Through systematic talent development strategies and a robust occupational health and safety management system, we work hand-in-hand with our employees to advance both sustainable corporate development and individual progression.

This section responds to the UN SDGs:

4

QUALITY
EDUCATION

5

GENDER
EQUALITY

8

DECENT WORK AND
ECONOMIC GROWTH

10

REDUCED
INEQUALITIES



Talent Attraction

At BioDuro, we firmly believe that talent is the foundation of steady corporate growth. We are dedicated to safeguarding employee rights, fostering an open and inclusive work environment, and empowering every employee to achieve multifaceted development.

Talent Recruitment

We strictly adhere to Chinese labor laws and regulations, including the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and the *Civil Code of the People's Republic of China*, ensuring all employment practices are lawful and compliant. To standardize employment management, we have established a comprehensive framework of policies, including the *Labor and Human Rights Policy*, *Recruitment Management Regulations*, and *Anti-Discrimination and Anti-Harassment Management Measures*, providing institutional safeguards for recruitment and fostering a fair hiring environment.

We uphold the principle of fair employment and work to creating an open and inclusive talent acquisition mechanism. Our selection process is based on legality and compliance, ensuring equitable opportunities for candidates from diverse backgrounds. During recruitment, we implement uniform selection criteria and diversified assessment methods to avoid bias unrelated to job requirements. We warmly welcome talents from all backgrounds and guarantee every candidate an equal opportunity to compete.

We adopt a multi-channel talent acquisition strategy, recruiting through campus hiring, social recruitment, and internal transfers to continuously enrich our talent pool. We regularly implement talent assessment mechanisms to accurately identify talent gaps and scientifically plan talent pipeline development, ensuring optimized and stable team structures. As of the end of the reporting period, BioDuro's total workforce in China reached 1,830 employees, with 149 new hires in 2024.

Campus
Recruitment

We actively implement talent strategies. In 2024, to attract fresh graduates, we precisely placed campus recruitment advertisements on major job platforms, focused on target universities and specialized programs, enhanced visibility, streamlined interview processes, and improved the candidate experience. These efforts help graduates seamlessly join our corporate family, providing a platform for young talents to showcase their abilities while injecting fresh perspectives and innovative vitality into the company.



BioDuro Awarded
"2024 Best Workplaces in Asia (Mainland China)"



BioDuro Honored as
"2024 Global Practice Pioneer Employer"

Social
Recruitment

We continuously expand talent acquisition channels by openly recruiting professionals with extensive industry experience. Through precise role matching, professional interview evaluations, and career development discussions, we attract and select outstanding social talents aligned with the company's strategic goals. We offer competitive compensation packages, clear advancement pathways, and continuous learning opportunities to help professionals achieve new breakthroughs in their career development.

Labor Rights

We comprehensively protect the legitimate rights and interests of employees through the formulation and implementation of normative documents such as the *Employee Handbook*, *Labor Manual*, and *Employee Consultation and Governance System*. We have established a strict employment review mechanism to rigorously verify applicants' ages during recruitment, eliminating child labor practices and safeguarding the rights of minors. Simultaneously, we firmly oppose all forms of forced labor and implement scientific working hour management systems to promote work-life balance. During the reporting period, no incidents of child labor or forced labor occurred at BioDuro.

We consistently regard the protection of employees' freedom of association as a key element in creating an open, inclusive, and harmonious workplace environment. To this end, we have established a Workers' Congress system as an important channel for employees to participate in democratic management. This ensures that employees can fully express their opinions on matters related to business operations and their immediate interests, with worker representatives faithfully conveying these views to management.

Currently, 100% of employees across all R&D and production centers are represented through the Workers' Congress. All major decisions affecting employee rights and interests must be reviewed and approved by the Workers' Congress before implementation, effectively safeguarding employee rights. According to BioDuro's institutional arrangements, the Workers' Congress is held regularly every two years. In 2022, we successfully convened the first Workers' Congress, which reviewed and approved a series of important matters including compensation standards. During the reporting period, the second Workers' Congress was successfully held.



BioDuro Workers' Congress

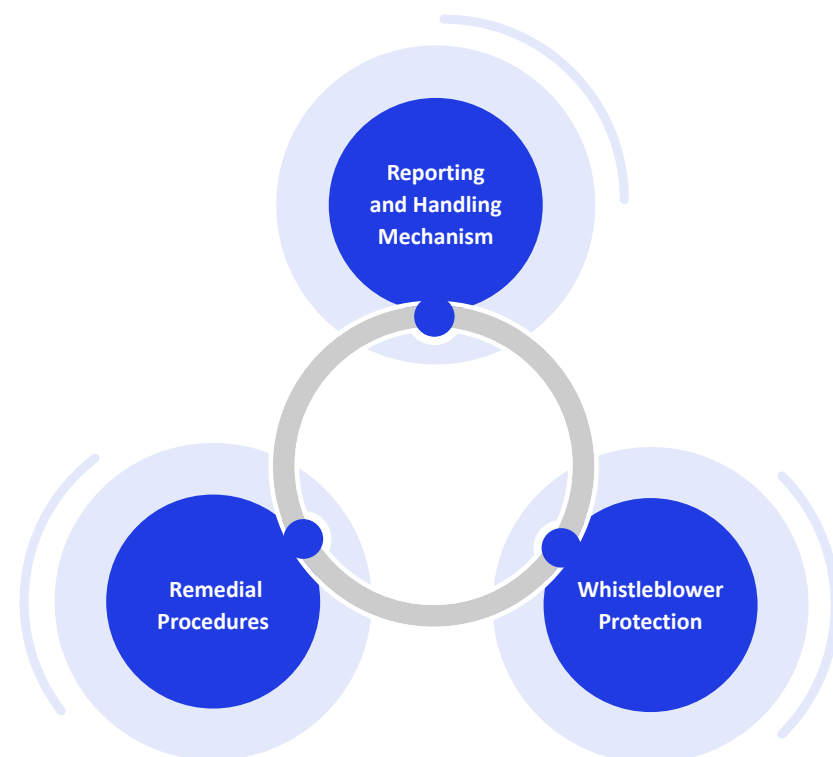
Diversity, Equity, and Inclusion

We consistently uphold the value of diversity and inclusion, striving to build a fair, open, and inclusive workplace ecosystem. Across all stages of employment, including talent recruitment, compensation and benefits, career development, and training, we strictly adhere to the principle of equity, ensuring every employee receives fair treatment and full respect. We require all new hires to complete systematic training courses covering anti-discrimination policies, helping them deeply understand workplace equality principles and ensuring every employee operates in an environment of fairness and respect.

We explicitly prohibit any form of discriminatory behavior, particularly emphasizing zero tolerance for prejudice or unfair treatment based on race, skin color, social class, nationality, ethnicity, region, religious belief, gender, sexual orientation, marital status, or physical disability. We are translating the concept of diversity and inclusion into tangible actions through practical measures.

We maintain a zero-tolerance policy toward workplace discrimination and harassment, strictly prohibiting any direct or indirect unfair treatment, mockery, insults, threatening words and actions, or other offensive behaviors. We also firmly oppose intimidation and retaliation against employees. Through the *Anti-Discrimination and Anti-Harassment Operational Management Guidelines*, we clarify management responsibilities at all levels and explicitly forbid all forms of discrimination and harassment, including but not limited to direct or indirect unfair treatment, ridicule, insults, offensive gestures, and threatening conduct, while prohibiting intimidation and retaliation against others. Additionally, we have established confidential reporting mechanisms and handling procedures to safeguard employee rights through preventive measures and timely interventions.

- We provide accessible complaint channels for employees. Those experiencing any form of discrimination or harassment may directly report to their immediate supervisor or the Human Resources department.
- We commit to immediately forming a dedicated investigation team upon receiving a complaint. Based on the severity of the findings, appropriate disciplinary actions and management measures will be implemented.



- We offer professional psychological counseling and support services to affected employees to help alleviate psychological stress and anxiety, assisting them in restoring a healthy work-life balance.
- We guarantee strict confidentiality of whistleblowers' identities, control the scope of information access, and firmly prevent and eliminate any potential retaliatory actions.

We place high importance on building a culture of diversity, equity, and inclusion (DEI). To this end, we have developed specialized training courses for the human resources team to deepen their understanding and practical application of these principles, ensuring effective implementation in daily operations. Additionally, we incorporate anti-discrimination and anti-harassment education into mandatory onboarding programs for new employees. These sessions systematically explain company policies, handling procedures, and disciplinary measures for violations, while emphasizing that every employee has equal opportunities and rights in career development, promotion, and recognition.



Partial DEI Mandatory Courses in BioDuro
New Employee Onboarding Training

We always prioritize the protection of employee rights, with special attention to women and employees with special needs. We address the needs of female employees by establishing nursing rooms and providing job adjustments during pregnancy, while also creating accessible conditions for employees with disabilities through features such as wheelchair ramps and dedicated elevators. Furthermore, we regularly host exclusive events to provide platforms for employees to showcase their talents and support their professional growth. We are dedicated to fostering an inclusive and equitable work environment where every employee can fully realize their potential and achieve personal value.

As of the end of the reporting period, women accounted for 42.08% of BioDuro's workforce, 36.4% of senior management roles, and 12.50% of the Board of Directors (Executive Committee).

Women accounted of BioDuro's workforce

42.08%

Women accounted of senior
management roles

36.4%

Women accounted of the Board of
Directors (Executive Committee)

12.50%

Talent Development

We provide comprehensive development support to employees through a well-structured training system, clear career advancement pathways, scientific performance evaluation mechanisms, and effective incentive programs. This approach fosters mutual growth and achievement for both employees and the organization.

Employee Training

We have established a systematic and multi-tiered employee development mechanism, standardizing training management through normative documents such as the *Training Management Policy*. Each year, we develop scientific and rational training plans, continuously optimizing content and formats while innovating training methodologies to enhance the quality of human capital and provide talent support for corporate growth.

Our training system covers the entire employee lifecycle, ranging from onboarding fundamentals to professional skill enhancement, and from management capability building to leadership development, creating a multi-dimensional talent growth pathway. To ensure training effectiveness, we design customized evaluation mechanisms for each program, track learning outcomes in real-time, and continuously refine the training system through a two-way feedback mechanism, achieving a virtuous cycle between talent development and organizational progress.



BioDuro Employee Training System

Focus on Growth, Customer-Centricity: BioDuro Project Management Training

We work to enhance the project planning, control, and timely delivery capabilities of team leaders and directors through our project management training program. Utilizing a teaching model that combines theoretical learning, pharmaceutical industry case studies, and scenario simulations, we systematically cover end-to-end project management methodologies and tool applications. Through real-world case analyses and practical simulations, we empower participants to master project management tools and techniques while improving cross-departmental communication and collaboration skills. This ensures the smooth progression and timely delivery of various R&D projects.



BioDuro Project Management Training

Chemist Professional Skills Training Program

To support the professional growth of our R&D team, we have developed a structured training program covering core areas such as synthetic chemistry, analytical testing, and process optimization. By integrating theoretical instruction, hands-on laboratory practice, and project case discussions, we strengthen the technical expertise and innovative thinking of our researchers. This approach continuously enhances R&D efficiency and the ability to translate scientific achievements into practical applications.

Employee Promotion

We have established a comprehensive performance management and talent development system, providing employees with clear career advancement paths through policies such as the *Employee Reward Program* and *Promotion Policy*. We emphasize the motivational role of these systems by integrating performance evaluations with talent promotion, helping employees maximize their professional value and fostering mutual growth with the organization.

Performance Evaluation

We strictly adhere to the *Performance Management Policy*, conducting annual performance evaluations for all employees. By cascading corporate strategy and team objectives into individual performance metrics, we have built a multi-dimensional assessment system covering financial performance, work output, EHS performance, and values alignment. Evaluation results directly inform human resource decisions including salary adjustments, promotions, recognition awards, and training plans, ensuring the scientific rigor and effectiveness of our performance management system.

We maintain a standardized performance evaluation framework, categorizing employee performance into distinct levels based on clear grading criteria, and providing timely feedback to support continuous improvement. We prioritize two-way communication throughout the process, delivering detailed feedback and professional guidance. For employees not meeting performance standards, we develop tailored improvement plans where supervisors assist in formulating and implementing enhancement measures through various support channels.

We have implemented a robust performance evaluation appeal mechanism. Employees may file an appeal with their supervisor's manager within 7 working days of receiving results. The appeals handler must respond within 14 working days. If unsatisfied with the outcome, employees may submit a review request to the Human Resources department, which will make a final ruling within 14 working days of receipt.

Promotion Mechanism

We have established a systematic dual-path career development mechanism. In accordance with the *Promotion Policy*, we conduct biannual promotion evaluations. Qualified candidates enter either a fast-track or regular promotion channel for review, with final promotions contingent on meeting corresponding eligibility requirements. Additionally, through the *Internal Transfer Management Measures*, we provide employees with opportunities for role mobility, supporting them in choosing suitable development paths based on their expertise and career interests to achieve optimal person-position matching.

Individual Development Plan

Guided by corporate strategy and aligned with employees' career development needs, we create tailored *Individual Development Plan Implementation Guidelines* for each employee. This plan helps employees clearly outline their career paths and define improvement goals, fostering personal capability enhancement while effectively elevating overall team performance, thereby achieving mutual growth for employees and the organization.

We innovatively implement the "70-20-10" talent development model, which divides employee growth into three integrated components: practical experience (70%), interactive learning (20%), and systematic training (10%). The specific implementation path involves: first, guiding employees to accumulate hands-on experience through job practice; second, establishing a mentorship system to facilitate knowledge transfer; and finally, supplementing with professional courses to refine the knowledge system. This multidimensional development mechanism optimizes learning resource allocation while effectively motivating employees' self-driven learning, achieving higher quality and efficiency in talent cultivation.



Employee Care

We are dedicated to creating a work environment filled with humanistic care. By optimizing employee benefit systems and organizing diverse cultural activities, we continuously enhance team cohesion and employees' sense of belonging, enabling every individual to realize their professional value in a warm, equitable, and harmonious atmosphere.

Compensation System

We have established a diversified compensation system in compliance with legal requirements, comprising fixed salaries, performance bonuses, and various subsidies. Through the *Employee Handbook*, we clearly define the salary structure and distribution rules, and incorporate this policy into mandatory New Employee Orientation (NEO) training to ensure every employee understands the compensation framework upon joining. Annual salary adjustments are implemented based on comprehensive evaluations of role value, individual performance, company operational status, and market salary levels. We maintain competitiveness through regular industry salary benchmarking, and all updates to compensation policies are clearly communicated to employees through formal channels.

Comprehensive Benefits System

We attach great importance to employee welfare protection as a key aspect of fulfilling corporate social responsibility. We strictly adhere to local laws and regulations in all operating regions, ensuring full social insurance contributions for all employees. Additionally, we provide supplementary benefit plans that exceed statutory requirements and have developed specialized policies such as the *Talent Subsidy Application and Approval Procedures*, building a comprehensive employee security system that reflects our people-oriented management philosophy.

Statutory Benefits	Additional Benefits	Family Benefits	
- Pension Insurance - Medical Insurance - Unemployment Insurance - Work-Related Injury Insurance - Maternity Insurance - Housing Provident Fund	- Paid Annual Leave - Supplementary Commercial Insurance (Dependent Insurance, Supplementary Medical Insurance, Critical Illness Insurance, Accident Insurance, Life Insurance) - Annual Health Check-ups - Communication Allowance - Overtime Pay and Compensatory Time-off	- Flexible and Remote Work Arrangements - Maternity Leave - Paternity Leave - Prenatal Check-up Leave - Lactation Breaks	- Nursing Rooms - Employee Gifts and Condolence Allowances - Business Travel Benefits - Club Activities and Team Building Events

BioDuro Comprehensive Benefits System

Flexible Work Arrangements

We implement a flexible work policy that provides remote work convenience for employees with special needs. Staff may submit applications through the company system, and upon approval, can work remotely. Particularly before major holidays such as the Spring Festival, we introduce special work arrangements that allow employees to adjust their schedules flexibly. This ensures orderly work operations while enabling employees to better plan family reunions, achieving a balance between work and personal life.

Employee Communication

We consistently prioritize building open and transparent communication mechanisms, facilitating efficient dialogue between employees and the organization through institutional safeguards and channel development. We have established a standardized communication system including the *Information Communication Management Policy*, and created diverse communication platforms to ensure employee feedback is fully expressed and effectively addressed.

We place special emphasis on interaction between management and staff, regularly organizing Townhall Meetings, and leveraging digital tools such as internal networks and Enterprise WeChat to establish two-way communication channels. Through these methods, we promptly understand employee needs, actively address concerns, and foster positive interaction between the company and our workforce.

Help-Desk Communication

We have innovatively launched the Help-Desk intelligent service platform, integrating end-to-end service functions including issue reporting, demand matching, progress tracking, and satisfaction evaluation. Leveraging digital technologies, this platform enables instant response to employee requests and efficient allocation of cross-departmental resources. It optimizes internal communication mechanisms while significantly enhancing operational efficiency, improving employee work experiences, and strengthening organizational cohesiveness.

Townhall Meeting

Our annual Townhall Meeting serves as a vital communication platform, adopting in-person interactions to build a direct dialogue bridge between employees and management. This mechanism encourages open discussions on workplace environments, benefit policies, and other topics, while ensuring management listens and responds in real-time to collaboratively address practical employee issues. It effectively promotes organizational effectiveness and fosters a harmonious work atmosphere.



BioDuro Townhall Meeting

BioDuro's Innovative Communication Methods: News Briefings & Thematic Seminars

We have creatively established a dual-track communication system combining “News Briefings + Thematic Seminars”. Regular electronic news briefings efficiently disseminate company updates, while hybrid online and offline seminars provide in-depth explanations of important policies and development strategies.

This multidimensional communication approach ensures both timeliness and coverage of information delivery while creating an effective platform for employee interaction. It significantly enhances organizational transparency and achieves a virtuous cycle of two-way communication.



BioDuro News Briefing

Employee Satisfaction

We regard a diverse and inclusive corporate culture as a fundamental driver of innovation and development. By conducting company-wide satisfaction surveys, we systematically collect employee feedback and continuously optimize our management systems based on the results. We consistently refine work processes, internal communication, and benefit policies to enhance employees’ sense of identity and belonging. During the reporting period, we successfully implemented an employee satisfaction survey.

Employee Activities

We actively promote work-life balance by regularly organizing diverse employee care activities. Through various events such as recreational and sports activities, family days, and health lectures, we help employees relax and strengthen team cohesion.

Filigree Enamel Workshop

We organized a traditional filigree enamel craft experience activity, inviting professional artisans to provide live instruction. By personally creating filigree enamel artworks, employees gained deep appreciation for this exquisite craftsmanship recognized as national intangible cultural heritage, while experiencing the unique charm of traditional techniques during the creative process. The activity not only enriched employees’ cultural lives but also fostered team interaction and collaboration, providing participants with artistic inspiration and mental relaxation amidst their busy work schedules.



Filigree Enamel Activity

“Gratitude Journey, Unstoppable Benefits” Campaign

To strengthen employee care, we organized the “Gratitude Journey, Unstoppable Benefits” thematic event. The activity focused on the newly launched benefits platform, with professional presentations detailing diverse benefit offerings including health security and lifestyle services. Interactive games and small gifts were arranged for participants. This initiative effectively enhanced employees’ awareness and satisfaction with the benefits system, translating care into tangible actions while promoting mutual development between the enterprise and our employees.



“Gratitude Journey, Unstoppable Benefits” Event

BioDuro Participates in 2025 Huishan District 3rd Badminton Tournament

To enliven regional cultural and sports atmosphere and promote national fitness initiatives, we actively participated in the “2025 Huishan District 3rd Badminton Tournament”. The event aimed to provide a platform for badminton enthusiasts to showcase skills and foster interaction, demonstrating corporate vitality and spirit.



2025 Huishan District 3rd Badminton Tournament

Occupational Health and Safety

We consistently prioritize employee occupational health and safety by establishing a dynamically updated safety risk assessment mechanism, strengthening supervision measures throughout the R&D and production processes, and continuously improving the occupational health and safety management system to create a secure working environment for all employees.

Occupational Health and Safety Management System

We have established an occupational health and safety management system guided by safety policies and culture. Under the framework of the *Labor and Human Rights Policy*, we have developed a series of management regulations including the *Safety, Health, and Environmental Protection Responsibility System* and *EHS Reward and Punishment Policy*, comprehensively safeguarding employee occupational health and safety while effectively preventing occupational hazards.

We have established a professional Environment, Health, and Safety (EHS) Management Committee. By developing occupational health risk assessment plans, we identify high-risk positions across all work stages, implement risk hierarchical control, and continuously improve protective measures to systematically advance the occupational health and safety management system. We have implemented an EHS responsibility system spanning from management to frontline staff, clearly defining responsibilities at all levels to ensure effective implementation of health and safety measures. During the reporting period, 50% of BioDuro's bases obtained ISO 45001 Occupational Health and Safety Management System certification.

We maintain a comprehensive EHS responsibility system that strictly adheres to the "Three Managements and Three Musts" principle, reinforcing safety production accountability through a clear reward and punishment mechanism. By recognizing excellent safety practices and penalizing major violations, we ensure safety production responsibilities are effectively implemented at all levels. During the reporting period, no work-related fatalities or injuries occurred at BioDuro.

Simultaneously, we have established accessible safety risk feedback channels to encourage full employee participation in risk prevention. Any employee identifying occupational health or safety hazards may directly report to their immediate supervisor or the EHS department, while taking preliminary emergency measures under safe conditions.

We have developed a scientific risk hierarchical control system, ensuring comprehensive protection of enterprise safety through the formulation and dynamic optimization of risk prevention and control measures.

Risk Classification Management

We implement hierarchical control based on the probability, severity, and urgency of risks, prioritizing the development of preventive measures for high-risk projects and establishing corresponding risk response plans.

Mitigating Identified Risks

We comprehensively enhance safety risk prevention capabilities through systematic measures including optimizing operational processes, introducing advanced safety technologies, strengthening employee training, conducting annual safety inspections, and developing emergency response plans.

Hazardous Chemical Management

We have established a stringent full-lifecycle management system for hazardous chemicals, regulating operations across procurement, usage, storage, and disposal in accordance with the *Hazardous Chemical Safety Management Procedures*. This ensures comprehensive compliance and effectively mitigates health, safety, and environmental risks. We rigorously implement a tiered assessment mechanism for laboratory hazardous gases and develop specialized treatment plans for various types of hazardous waste. All hazardous waste is safely processed and disposed of in compliance with legal requirements, while continuous improvement of management processes promotes environmental safety and sustainable development.

Occupational Disease Prevention

We strictly implement primary responsibility for occupational disease prevention, comprehensively safeguarding employee occupational health and workplace safety through regular health examinations, occupational hazard monitoring, and provision of safety protective equipment.

Occupational Health Examinations

During the reporting period, we provided all employees with personalized health check services tailored to the specific occupational risks of their roles. These customized medical examination programs effectively identify potential occupational health risks, ensuring timely preventive and intervention measures to protect every employee's occupational health and collectively maintain a safe and healthy working environment.

Health and Safety Risk Assessment

BioDuro has established a comprehensive safety risk management mechanism to systematically control various risks in both routine and non-routine operations. We implement a dual risk assessment model, using standardized risk assessment forms for daily operations and specialized evaluation forms for unexpected work scenarios, ensuring full coverage of risk control. Through continuous optimization, we maintain an efficient risk management system that reinforces safety safeguards for business development. During the reporting period, we achieved 100% safety assessment coverage across all operational scenarios.

Health and Safety Emergency Action Plan

We have developed a *Business Continuity Management Plan* that details emergency response procedures for various contingencies, including health and safety incidents, ensuring rapid and standardized handling during accidents. During the reporting period, we organized a series of emergency drills, focusing on building a secure and risk-controlled operational environment.

EHS Teams Receive Two Outstanding Management Case Awards

In October 2024, the EHS teams of our Shanghai Waigaoqiao Site and Shanghai Zhangjiang Site were honored with two Outstanding EHS Management Case Awards at the Pharmaceutical Industry EHS Management Annual Conference held in Wuhan. The practices titled *Online Management of High-Risk Overnight Reactions in Pharmaceutical Research Enterprises* and *Online EHS Information Query System for Hazardous Chemicals in Pharmaceutical Research Enterprises* introduced innovative management approaches and technical methods to the industry, driving the digital transformation of EHS management. We consistently integrate green chemistry principles into all aspects of production and operations, actively fulfill corporate social responsibilities, and steadily advances sustainable development goals.



EHS Outstanding Management Case Award Ceremony

Community Co-Construction

As an enterprise with a strong sense of social responsibility, we at BioDuro continuously increase investments in areas such as educational development and public welfare assistance. We actively establish multi-party collaboration mechanisms, working closely with various stakeholders to jointly promote sustainable social development.

Supporting Educational Development

To practically address the challenge of summer childcare for university faculty and staff, we innovatively collaborated with Nanjing University to create the “Summer Science Childcare Program”. By integrating professional childcare services with science education, we not only alleviate childcare concerns for employees but also plant the seeds of scientific curiosity in children, pioneering a new model of university-enterprise cooperation in popular science education.

BioDuro Fire Evacuation Drill

We regularly conduct comprehensive emergency drills simulating fire and other critical incidents. Through practical exercises, employees systematically learn key skills such as emergency evacuation, first aid, and equipment operation, effectively enhancing safety awareness and emergency response capabilities.



Evacuation Drill

BioDuro 2024 Typhoon and Flood Emergency Drill

To effectively address typhoon and flood risks, comprehensively improve emergency response capabilities, and strengthen safety production safeguards, we recently successfully organized the “2024 Typhoon and Flood Emergency Drill”. This drill focused on practical needs, conducted efficiently and orderly, thoroughly testing and optimizing emergency plans while significantly enhancing employees’ risk awareness and collaborative response abilities, providing solid assurance for our safe navigation through flood season.



BioDuro 2024 Typhoon and Flood Emergency Drill

Health and Safety Training

Through a systematic safety education and training system, including regular safety courses and thematic activities, we comprehensively enhance employees’ occupational health and safety awareness and risk prevention capabilities. We focus on workplace hazard identification and best practices in company-wide education, significantly reducing the incidence of occupational health and safety incidents. During the reporting period, we achieved 100% coverage of employee safety training.

Nanjing University Summer Science Childcare Program

Jointly launched by BioDuro and Nanjing University, this program creatively transforms high-quality university research resources into engaging science courses. It provides not only professional childcare services for employees’ children but also opens the door to scientific exploration through specialized innovation activities, addressing parents’ concerns while inspiring young minds.



Nanjing University Summer Science Childcare Program

Dedication to Public Welfare

We care deeply about outdoor workers and specially organized a charity initiative during winter, mobilizing volunteers to deliver warmth and care to sanitation workers and food delivery riders.

Winter Warmth Campaign: BioDuro Care Initiative

We consistently uphold the corporate philosophy of “giving back to society and spreading warmth”. During winter, we launched the “Winter Warmth Campaign”, organizing volunteer teams to take to the streets and extend heartfelt care to sanitation workers and delivery riders who persevere in their duties. Through hot beverages and care packages, we aimed to dispel the winter chill while conveying respect and gratitude from all sectors of society.



BioDuro Care Initiative

Honoring Silent Contributors

On the special occasion of World Laboratory Animal Day, we paid solemn tribute with flowers and moments of silence to the laboratory animals that have contributed to scientific research, remembering their silent sacrifices for human health advancements.

“Honoring Life, Grateful for Sacrifice” – BioDuro World Laboratory Animal Day Commemoration

On the path of scientific exploration, there exists a special group of contributors-laboratory animals. Though silent, they have made indelible contributions to medical progress and life science research. On April 24, 2024, World Laboratory Animal Day, our DMPK department held a solemn memorial ceremony to express our highest respect to these unsung heroes. Together we remembered this gift of life, continuing to promote respect and care for living beings in our scientific journey.



BioDuro World Laboratory Animal Day Commemoration



Appendix I: Key Performance Table

Beijing Site

	Unit	2022	2023	2024
Environmental Performance				
Total Energy Consumption ²	MWh	2,354.26	3,021.33	2,747.03
Total Renewable Energy Consumption	MWh	/	/	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ³	tCO ₂ e	6.93	12.79	11.44
Total Scope 2 GHG Emissions ⁴	tCO ₂ e	1,382.7	1,765.37	1,582.29
Total Scope 3 GHG Emissions ⁵	tCO ₂ e	/	/	5,824.17
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	/	/	5,824.02
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	/	/	0.15
Total Hazardous Waste	tonne(s)	375.72	365.96	327.17
Total Non-Hazardous Waste	tonne(s)	11.88	11.88	27.61
Total Recycled Waste	tonne(s)	0	0	0
Water Consumption	tonne(s)	48,290	43,847	38,357
Wastewater Discharge	tonne(s)	39,852.9	35,604.9	35,428
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Biodiversity Impact Assessments Conducted	Time(s)	1	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	55.69	57.59	59.60
Female Percentage	%	44.31	42.41	40.40
New Hires ⁶	Person(s)	176	9	7
Employee Turnover Rate	%	14.26	13.18	6.60
Women in Senior Management (excl. Board)	%	30.56	26.92	26.31
Workers from Minority/Vulnerable Groups	%	5.25	6.27	7.41
Minority/Vulnerable Groups in Top Management	%	/	/	0.83
Unadjusted Gender Pay Gap	%	13	13	14.77

2 The primary energy sources for the Beijing Site include gasoline and purchased electricity. Comprehensive energy consumption calculations refer to GB/T 2589-2020 *General Principles for Comprehensive Energy Consumption Calculation*.

3 Scope 1 greenhouse gas emissions at the Beijing Site primarily originate from gasoline usage. Accounting follows the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Industrial Enterprises in Other Sectors* issued by the National Development and Reform Commission.

4 Scope 2 greenhouse gas emissions at the Beijing Site mainly derive from purchased electricity. Accounting is based on the *2021 Electricity CO₂ Emission Factors* published by the Ministry of Ecology and Environment of the People's Republic of China.

5 Scope 3 greenhouse gas emissions at the Beijing Site primarily arise from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, and end-of-life treatment of sold products.

6 New Hires Definition: Total number of newly recruited employees throughout the year.

	Unit	2022	2023	2024
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	99.47	100	100
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	2,280	1,866	7,473.5
Average Training Hours per Employee	Hour(s)	3.99	4.50	25.16
Average Training Hours per Male Employee	Hour(s)	4.19	4.72	25.34
Average Training Hours per Female Employee	Hour(s)	3.74	4.19	24.90
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	1	10	0
Total Work Hours	Hour(s)	1,142,000	830,000	680,321.25
Work-Related Accidents	Case(s)	1	1	0
Sites Conducting Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	33	17	20
Sustainable Procurement				
Number of Suppliers ⁷	Supplier(s)	/	237	2,255
Number of Target Suppliers ⁸	Supplier(s)	/	51	309
Target Suppliers Signed Supplier Code of Conduct	%	/	100	100
Suppliers with Environmental/Labor/Human Rights Contracts	%	/	100	91.91
Target Suppliers Undergoing CSR Assessment	%	/	58.82	28.9
Target Suppliers Undergoing CSR On-site Audit	%	/	100	3.24
Procurement Staff Trained on Sustainable Procurement	%	/	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	/	/	100
Governance Performance				
Employees Receiving Ethics Training	%	/	100	62.68
Reports Generated via Whistleblowing Procedures	Case(s)	/	0	0
Confirmed Corruption Incidents	Case(s)	/	0	0
Confirmed Information Security Inci-dents	Case(s)	/	0	0
Percentage of Operational Sites with ISO 27000-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	/	/	100

7 8 Data Scope: Statistics cover the entire BioDuro Group. Since 2024, supplier management has been centralized group-wide.

Jiangsu Site

	Unit	2022	2023	2024
Environmental Performance				
Total Energy Consumption ⁹	MWh	10,759.96	10,453.5	10,535.30
Total Renewable Energy Consumption	MWh	/	/	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ¹⁰	tCO ₂ e	0.26	0.26	0.26
Total Scope 2 GHG Emissions ¹¹	tCO ₂ e	6,392.97	6,210.88	6,168.89
Total Scope 3 GHG Emissions ¹²	tCO ₂ e	14,898.06	16,472.23	4453.78
Scope 3 GHG Emissions: Upstream	tCO ₂ e	14,897.89	16,471.91	4453.66
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	0.17	0.32	0.12
Total Hazardous Waste	tonne(s)	351.75	344.13	323.49
Total Non-Hazardous Waste	tonne(s)	52.24	42.34	42.5
Total Recycled Waste	tonne(s)	0	0	0
Water Consumption	tonne(s)	22,382	22,174	20,940
Wastewater Discharge	tonne(s)	16,432.11	18,550	17,843.81
Percentage of Sites Conducting En-vironmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Number of major non-compliances identified in third-party animal welfare inspections	Case(s)	0	0	0
Number of internal animal welfare audits or impact assessments conducted	Time(s)	2	2	2
Number of animal welfare training or education sessions organized	Time(s)	8	7	10
Number of biodiversity impact assessments conducted in the surrounding environment	Time(s)	0	1	0
Social Performance				
Talent Attraction				
Male Percentage	%	58.40	58.35	57.11
Female Percentage	%	41.60	41.65	42.89
New Hires	Person(s)	183	20	60
Employee Turnover Rate	%	15.97	13.2	10.27
Women in Senior Management (excl. Board)	%	0	40.00	28.57
Workers from Minority/Vulnerable Groups	%	4	3.74	4.06

9 The primary energy sources for the Jiangsu base include diesel and purchased electricity. Comprehensive energy consumption calculations refer to GB/T 2589-2020 General Principles for Comprehensive Energy Consumption Calculation.

10 Scope 1 greenhouse gas emissions at the Jiangsu base primarily originate from diesel usage. Accounting follows the Guidelines for Greenhouse Gas Emission Accounting and Reporting for Industrial Enterprises in Other Sectors issued by the National Development and Reform Commission.

11 Scope 2 greenhouse gas emissions at the Jiangsu base mainly derive from purchased electricity. Accounting is based on the Announcement on Publishing the 2022 Electricity CO₂ Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China.

12 Scope 3 greenhouse gas emissions at the Jiangsu base primarily arise from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, and end-of-life treatment of sold products.

	Unit	2022	2023	2024
Minority/Vulnerable Groups in Top Management	%	/	/	0
Unadjusted Gender Pay Gap	%	12	15	17.85
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	98.2	96.26	95.43
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	2,900	1,900.5	3,494.5
Average Training Hours per Employee	Hour(s)	5.8	4.74	8.87
Average Training Hours per Male Employee	Hour(s)	5.46	4.66	9.26
Average Training Hours per Female Employee	Hour(s)	6.27	4.85	8.34
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	30	8	0
Total Work Hours	Hour(s)	1,000,000	802,000	828,092.65
Work-Related Accidents	Case(s)	1	1	0
Sites Conducting Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	12	11	6
Sustainable Procurement				
Number of Suppliers ¹³	Supplier(s)	/	309	2,255
Number of Target Suppliers ¹⁴	Supplier(s)	/	80	309
Target Suppliers Signed Supplier Code of Conduct	%	/	100	100
Suppliers with Environmental/Labor/Human Rights Contracts	%	/	76.25	91.91
Target Suppliers Undergoing CSR Assessment	%	/	37.50	28.9
Target Suppliers Undergoing CSR On-site Audit	%	/	2.50	3.24
Procurement Staff Trained on Sustainable Procurement	%	/	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	/	100	100
Governance Performance				
Employees Receiving Ethics Training	%	/	100	73.44
Reports Generated via Whistleblowing Procedures	Case(s)	/	0	0
Confirmed Corruption Incidents	Case(s)	/	0	0
Confirmed Information Security Inci-dents	Case(s)	/	0	0
Percentage of Operational Sites with ISO 27000-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	/	100	100

13 14 Data Scope: Statistics cover the entire BioDuro Group. Since 2024, supplier management has been centralized group-wide.

Shanghai Waigaoqiao Site

	Unit	2022	2023	2024
Environmental Performance				
Total Energy Consumption ¹⁵	MWh	8,980.00	9,501.94	1,116.59
Total Renewable Energy Consumption	MWh	/	/	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ¹⁶	tCO ₂ e	240	294	70
Total Scope 2 GHG Emissions ¹⁷	tCO ₂ e	5,336	5,644	6,538
Total Scope 3 GHG Emissions ¹⁸	tCO ₂ e	28,184	31,162	11,420
Scope 3 GHG Emissions: Upstream	tCO ₂ e	28,184	31,161	11,420
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	0.33	0.61	0.30
Total Hazardous Waste	tonne(s)	412.93	494.58	550.29
Total Non-Hazardous Waste	tonne(s)	25.2	18.26	8.48
Total Recycled Waste	tonne(s)	438.13	512.83	558.77
Water Consumption	tonne(s)	60,496.88	55,685.64	52,915.5
Wastewater Discharge	tonne(s)	60,496.88	55,685.64	42,332.4
Percentage of Sites Conducting En-vironmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Number of major non-compliances identified in third-party animal welfare inspections	Case(s)	0	0	0
Number of internal animal welfare audits or impact assessments conducted	Time(s)	2	2	2
Number of animal welfare training or education sessions organized	Time(s)	6	9	8
Number of biodiversity impact assessments conducted in the surrounding environment	Time(s)	1	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	47.77	51.62	54.30
Female Percentage	%	52.23	48.38	45.70
New Hires	Person(s)	272	44	90
Employee Turnover Rate	%	18.04	20.16	9.85
Women in Senior Management (excl. Board)	%	41.67	34.89	43.24
Workers from Minority/Vulnerable Groups	%	/	/	5.08
Minority/Vulnerable Groups in Top Management	%	/	/	0
Unadjusted Gender Pay Gap	%	16	14	16.03

15 The primary energy sources for the Shanghai Waigaoqiao base include diesel and purchased electricity. Comprehensive energy consumption calculations refer to GB/T 2589-2020 *General Principles for Comprehensive Energy Consumption Calculation*.

16 Scope 1 greenhouse gas emissions at the Shanghai Waigaoqiao base primarily originate from diesel usage. Accounting follows the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Industrial Enterprises in Other Sectors* issued by the National Development and Reform Commission.

17 Scope 2 greenhouse gas emissions at the Shanghai Waigaoqiao base mainly derive from purchased electricity. Accounting is based on the Announcement on Publishing the 2022 Electricity CO₂ Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China.

18 Scope 3 greenhouse gas emissions at the Shanghai Waigaoqiao base primarily arise from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, and end-of-life treatment of sold products.

	Unit	2022	2023	2024
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	98	98	94.53
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	3,856	2,118	8,512.5
Average Training Hours per Employee	Hour(s)	5.55	2.99	11.08
Average Training Hours per Male Employee	Hour(s)	5.89	3.12	10.99
Average Training Hours per Female Employee	Hour(s)	5.13	2.86	11.20
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	0	120	0
Total Work Hours	Hour(s)	1,390,000	1,418,000	1,651,012.74
Work-Related Accidents	Case(s)	0	1	0
Sites Conducting Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	3	4	17
Sustainable Procurement				
Number of Suppliers ¹⁹	Supplier(s)	/	315	2,255
Number of Target Suppliers ²⁰	Supplier(s)	/	80	309
Target Suppliers Signed Supplier Code of Conduct	%	/	100	100
Suppliers with Environmental/Labor/Human Rights Contracts	%	/	76.25	91.91
Target Suppliers Undergoing CSR Assessment	%	/	37.5	28.9
Target Suppliers Undergoing CSR On-site Audit	%	/	2.5	3.24
Procurement Staff Trained on Sustainable Procurement	%	/	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	/	100	100
Governance Performance				
Employees Receiving Ethics Training	%	/	100	60.76
Reports Generated via Whistleblowing Procedures	Case(s)	/	0	0
Confirmed Corruption Incidents	Case(s)	/	0	0
Confirmed Information Security Inci-dents	Case(s)	/	0	0
Percentage of Operational Sites with ISO 27000-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	/	100	100

19 20 Data Scope: Statistics cover the entire BioDuro-Sundia Group. Since 2024, supplier management has been centralized group-wide.

BioDuro Beijing Company²¹

	Unit	2022	2023	2024
Environmental Performance				
Total Energy Consumption	MWh	11,334.26	12,523.27	3,863.62
Total Renewable Energy Consumption	MWh	/	/	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions	tCO ₂ e	246.93	306.79	81.44
Total Scope 2 GHG Emissions	tCO ₂ e	6,718.70	7,409.37	8,120.29
Total Scope 3 GHG Emissions	tCO ₂ e	28,184.00	31,162.00	17,244.17
Scope 3 GHG Emissions: Upstream	tCO ₂ e	28,184.00	31,161.00	17,244.02
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	0.33	0.61	0.45
Total Hazardous Waste	tonne(s)	788.65	860.54	877.46
Total Non-Hazardous Waste	tonne(s)	37.08	30.14	36.09
Total Recycled Waste	tonne(s)	438.13	512.83	558.77
Water Consumption	tonne(s)	108,786.88	99,532.64	91,272.50
Wastewater Discharge	tonne(s)	100,349.78	91,290.54	77,760.40
Percentage of Sites Conducting En-vironmental Risk Assessments	%	100.00	100.00	100.00
Percentage of Employees Trained on Environmental Issues	%	100.00	100.00	100.00
Number of major non-compliances identified in third-party animal welfare inspections	Case(s)	0	0	0
Number of internal animal welfare audits or impact assessments conducted	Time(s)	2	2	2
Number of animal welfare training or education sessions organized	Time(s)	6	9	8
Number of biodiversity impact assessments conducted in the surrounding environment	Time(s)	2	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	448	53	97
Female Percentage	%	36.11	31.88	37.50
New Hires	Person(s)	4	5.69	5.73
Employee Turnover Rate	%	/	/	1.78
Women in Senior Management (excl. Board)	%	14.71	13.64	15.62
Workers from Minority/Vulnerable Groups	%	51.34	53.83	55.77
Minority/Vulnerable Groups in Top Management	%	48.66	46.17	44.23
Unadjusted Gender Pay Gap	%	448	53	97

	Unit	2022	2023	2024
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	98.57	98.90	96.06
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	6,136	3,984	15,986
Average Training Hours per Employee	Hour(s)	9.54	7.49	36.24
Average Training Hours per Male Employee	Hour(s)	10.08	7.84	36.33
Average Training Hours per Female Employee	Hour(s)	8.87	7.05	36.10
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	1	130	0
Total Work Hours	Hour(s)	2,532,000	2,248,000	2,331,334
Work-Related Accidents	Case(s)	1	2	0
Sites Conducting Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	36	21	37
Sustainable Procurement				
Number of Suppliers	Supplier(s)	/	552	2,255
Number of Target Suppliers	Supplier(s)	/	131	309
Target Suppliers Signed Supplier Code of Conduct	%	/	100	100
Suppliers with Environmental/Labor/Human Rights Contracts	%	/	85.50%	91.91
Target Suppliers Undergoing CSR Assessment	%	/	45.80%	28.90
Target Suppliers Undergoing CSR On-site Audit	%	/	1.53%	3.24
Procurement Staff Trained on Sustainable Procurement	%	/	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	/	0.00%	100
Governance Performance				
Employees Receiving Ethics Training	%	/	100	70.80
Reports Generated via Whistleblowing Procedures	Case(s)	/	0	0
Confirmed Corruption Incidents	Case(s)	/	0	0
Confirmed Information Security Inci-dents	Case(s)	/	0	0
Percentage of Operational Sites with ISO 27000-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	/	50	100

21 Data Coverage: This dataset includes the Beijing Site and Shanghai Waigaoqiao Site. For detailed data descriptions, please refer to the respective data tables of the Beijing Site and Shanghai Waigaoqiao Site.



	Unit	2022	2023	2024
Environmental Performance				
Total Energy Consumption ²²	MWh	11,659.78	11,144.02	2,850.16
Total Renewable Energy Consumption	MWh	/	/	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ²³	tCO ₂ e	509.28	487.69	10.14
Total Scope 2 GHG Emissions	tCO ₂ e	5,573.87	5,325.25	1,645.99
Total Scope 3 GHG Emissions ²⁴	tCO ₂ e	1,083.11	731.91	8,336.56
Scope 3 GHG Emissions: Upstream	tCO ₂ e	382.66	369.88	8,336.34
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	700.45	362.03	0.22
Total Hazardous Waste	tonne(s)	1,165.97	1,161.56	824.29
Total Non-Hazardous Waste	tonne(s)	25.5	28.5	15.2
Water Consumption	tonne(s)	105,748.90	91,596.68	52,767
Wastewater Discharge	tonne(s)	95,174.01	82,437.01	42,789.6
Percentage of Sites Conducting Environmental Risk Assess-ments	%	100	100	100
Percentage of Employees Trained on En-vironmental Is-sues	%	100	100	100
Biodiversity Impact Assess-ments Conduct-ed	Case(s)	1	2	0
Social Performance				
Talent Attraction				
Male Percentage	%	65.15	64.12	64.96
Female Percentage	%	34.85	35.88	35.04
New Hires	Person(s)	330	37	14
Employee Turnover Rate	%	17.12	19.52	14.02
Women in Senior Management (excl. Board)	%	35.85	37.50	36.00
Workers from Minority/Vulnerable Groups	%	2.86	2.33	2.43
Minority/Vulnerable Groups in Top Management	%	/	/	0
Unadjusted Gender Pay Gap	%	15	17	10.4

22 The primary energy sources for Sundia primarily include gasoline, diesel, and purchased electricity. Comprehensive energy consumption calculations refer to GB/T 2589-2020 *General Principles for Comprehensive Energy Consumption Calculation*.

23 Scope 1 greenhouse gas emissions at Sundia mainly originate from gasoline and diesel usage. Accounting follows the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Industrial Enterprises in Other Sectors* issued by the National Development and Reform Commission.

24 Scope 2 greenhouse gas emissions at Sundia primarily derive from purchased electricity. Accounting is based on the *Announcement on Publishing the 2022 Electricity CO₂ Emission Factors* issued by the Ministry of Ecology and Environment of the People's Republic of China.

	Unit	2022	2023	2024
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	93.75	98.34	95.15
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	6,432	4,764	5,003
Average Training Hours per Employee	Hour(s)	6.8	7.9	13.49
Average Training Hours per Male Employee	Hour(s)	6.57	8.01	13.03
Average Training Hours per Female Employee	Hour(s)	7.26	7.75	14.33
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	71.5	87.5	57.0
Total Work Hours	Hour(s)	1,888,000	1,204,000	786,720
Work-Related Accidents	Case(s)	1	3	2
Sites Conducting Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	53	47	22
Sustainable Procurement				
Number of Suppliers ²⁵	Supplier(s)	/	587	2,255
Number of Target Suppliers ²⁶	Supplier(s)	/	114	309
Target Suppliers Signed Supplier Code of Conduct	%	/	99.12	100
Suppliers with Environmental/Labor/Human Rights Contracts	%	/	96.49	91.91
Target Suppliers Undergoing CSR Assessment	%	/	70.18	28.9
Target Suppliers Undergoing CSR On-site Audit	%	/	2.63	3.24
Procurement Staff Trained on Sustainable Procurement	%	/	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	/	100	100
Governance Performance				
Employees Receiving Ethics Training	%	/	100	65.78
Reports Generated via Whistleblowing Procedures	Case(s)	/	0	0
Confirmed Corruption Incidents	Case(s)	/	0	0
Confirmed Information Security Inci-dents	Case(s)	/	0	0

25 26 Data Scope: Statistics cover the entire BioDuro Group. Since 2024, supplier management has been centralized group-wide.

Appendix II: GRI Standards Index

GRI Content Index

Instruction for Use

BioDuro prepared this report in accordance with the GRI Standards for the period from Janu-ary 1, 2024 to December 31, 2024.

Gri Standard	Disclosure	Location	Omission	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	Disclosure 2-1 Organizational details	• Into BioDuro		
	Disclosure 2-2 Entities included in the organization’s sustainability reporting	• Into BioDuro		
	Disclosure 2-3 Reporting period, frequency and contact point	• Into BioDuro		
	Disclosure 2-4 Restatements of information	• Into BioDuro		
	Disclosure 2-5 External assurance		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 2-6 Activities, value chain and other business relationships	• Into BioDuro • Sustainable Supply Chain		
	Disclosure 2-7 Employees	• Talent Attraction		
	Disclosure 2-8 Workers who are not employees	• Talent Attraction		
	Disclosure 2-9 Governance structure and composition	• Business Ethics		
	Disclosure 2-10 Nomination and selection of the highest governance body		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 2-11 Chair of the highest governance body	• Business Ethics		
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	• ESG Governance • Business Ethics		
	Disclosure 2-13 Delegation of responsibility for managing impacts	• ESG Governance • Business Ethics		
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	• ESG Governance		
	Disclosure 2-15 Conflicts of interest	• Business Ethics		
	Disclosure 2-16 Communication of critical concerns	• Business Ethics		
	Disclosure 2-17 Collective knowledge of the highest governance body		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 2-18 Evaluation of the performance of the highest governance body		Confidentiality Restrictions	Due to information confidentiality requirements, this data is temporarily withheld from external disclosure.
	Disclosure 2-19 Remuneration policies		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 2-20 Process to determine remuneration	• Talent Development		
	Disclosure 2-21 Annual total compensation ratio		Confidentiality Restrictions	Due to information confidentiality requirements, this data is temporarily withheld from external disclosure.
	Disclosure 2-22 Statement on sustainable development strategy	• Message from the Management		
	Disclosure 2-23 Policy commitments	• Business Ethics		

Gri Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 2: General Disclosures 2021	Disclosure 2-24 Embedding policy commitments	• Business Ethics		
	Disclosure 2-25 Processes to remediate negative impacts	• Business Ethics • Talent Attraction • Sustainable Supply Chain		
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	• Business Ethics		
	Disclosure 2-27 Compliance with laws and regulations	• Please refer to relevant report sections		
	Disclosure 2-28 Membership associations		Not Applicable	The Company has already disclosed relevant information on its official website.
	Disclosure 2-29 Approach to stakeholder engagement	• ESG Governance		
	Disclosure 2-30 Collective bargaining agreements		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Disclosures on material topics				
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics	• ESG Governance		
	Disclosure 3-2 List of material topics	• ESG Governance		
Economic Performance				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	• Into BioDuro • Quality Assurance • Excellence in Service		
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed		Confidentiality Restrictions	Due to information confidentiality requirements, this data is temporarily withheld from external disclosure.
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 201-3 Defined benefit plan obligations and other retirement plans	• Talent Development		
	Disclosure 201-4 Financial assistance received from government		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Market Presence				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	• Talent Development		
GRI 202: Market Presence 2016	Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	• Talent Development		
	Disclosure 202-2 Proportion of senior management hired from the local community		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Indirect Economic Impacts				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	• Community Co-Construction		
GRI 203: Indirect Economic Impacts 2016	Disclosure 203-1 Infrastructure investments and services supported	• Community Co-Construction		
	Disclosure 203-2 Significant indirect economic impacts	• Community Co-Construction		
Procurement Practices				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	• Sustainable Procurement		
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local supplier		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Anti-corruption				

Gri Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Business Ethics		
GRI 205: Anti-corruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption	Key Performance Table		
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Business Ethics		
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	Business Ethics		
Anti-competitive Behavior				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Business Ethics		
GRI 206: Anti-competitive Behavior 2016	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics		
Tax				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
GRI 207: Tax 2019	Disclosure 207-1 Approach to tax		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 207-2 Tax governance, control, and risk management		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 207-3 Stakeholder engagement and management of concerns related to tax		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 207-4 Country-by-country reporting		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Materials				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Promoting Green Operations		
GRI 301: Materials 2016	Disclosure 301-1 Materials used by weight or volume		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 301-2 Recycled input materials used		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 301-3 Reclaimed products and their packaging materials		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.
Energy				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Promoting Green Operations		
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organization	Key Performance Table		
	Disclosure 302-2 Energy consumption outside of the organization		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 302-3 Energy intensity		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 302-4Reduction of energy consumption	Promoting Green Operations		
	Disclosure 302-5 Reductions in energy requirements of products and services	Promoting Green Operations		
Water and Effluents				

Gri Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Promoting Green Operations		
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource	Promoting Green Operations		
	Disclosure 303-2 Management of water discharge-related impacts	Promoting Green Operations		
	Disclosure 303-3 Water withdrawal	Key Performance Table		
	Disclosure 303-4 Water discharge	Key Performance Table		
	Disclosure 303-5 Water consumption	Key Performance Table		
Biodiversity				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Environmental Management		
GRI 304: Biodiversity 2016	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.
	Disclosure 304-2 Significant impacts of activities, products and services on biodiversity	Environmental Management Promoting Green Operations		
	Disclosure 304-3 Habitats protected or restored		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.
	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.
Emissions				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Addressing Climate Change		
GRI 305: Emissions 2016	Disclosure 305-1 Direct (Scope 1) GHG emissions	Key Performance Table		
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Key Performance Table		
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	Key Performance Table		
	Disclosure 305-4 GHG emissions intensity		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
GRI 305: Emissions 2016	Disclosure 305-5 Reduction of GHG emissions		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
	Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Effluents and Waste				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Promoting Green Operations		
GRI 306: Effluents and Waste 2020	Disclosure 306-1 Water discharge by quality and destination	Promoting Green Operations		

Gri Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 306: Effluents and Waste 2020	Disclosure 306-2 Waste by type and disposal method	Promoting Green Operations		
	Disclosure 306-3 Significant spills	Key Performance Table		
	Disclosure 306-4 Transport of hazardous waste	Key Performance Table		
	Disclosure 306-5 Water bodies affected by water discharges and/or runoff	Key Performance Table		
Supplier Environmental Assessment				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Sustainable Supply Chain		
GRI 308: Supplier Environmental Assessment 2016	Disclosure 308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain		
	Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain		
Employment				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Attraction		
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	Key Performance Table		
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Development		
	Disclosure 401-3 Parental leave	Talent Development		
Labor/Management Relations				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Attraction		
GRI 402: Labor/Management Relations 2016	Disclosure 402-1 Minimum notice periods regarding operational changes	Talent Attraction		
Occupational Health and Safety				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	Occupational Health and Safety		
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety		
	Disclosure 403-3 Occupational health services	Occupational Health and Safety		
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety		
	Disclosure 403-5 Worker training on occupational health and safety	Occupational Health and Safety		
	Disclosure 403-6 Promotion of worker health	Occupational Health and Safety		
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety		
	Disclosure 403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety		

Gri Standard	Disclosure	Location	Omission	
			Reason	Explanation
GRI 403: Occupational Health and Safety 2018	Disclosure 403-9 Work-related injuries	Key Performance Table		
	Disclosure 403-10 Work-related ill health	Occupational Health and Safety		
Training and Education				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Development		
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	Key Performance Table		
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Talent Development		
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	Key Performance Table		
Diversity and Equal Opportunity				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Attraction		
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1 Diversity of governance bodies and employees	Talent Attraction		
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	Key Performance Table		
Non-discrimination				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Attraction		
GRI 406: Non-discrimination 2016	Disclosure 406-1 Incidents of discrimination and corrective actions taken	Talent Attraction		
Freedom of Association and Collective Bargaining				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Attraction		
GRI 407: Freedom of Association and Collective Bargaining 2016	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Child Labor				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Attraction		
GRI 408: Child Labor 2016	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	- Talent Attraction - Sustainable Supply Chain		
Forced or Compulsory Labor				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Talent Attraction		
GRI 409: Forced or Compulsory Labor 2016	409-1 Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	- Talent Attraction - Sustainable Supply Chain		
Security Practices				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
GRI 410: Security Practices 2016	Disclosure 410-1 Security personnel trained in human rights policie or procedures		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.
Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.
GRI 411: Rights of Indigenous Peoples 2016	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.

Appendix III: SASB Content Index

Gri Standard	Disclosure	Location	Omission	
			Reason	Explanation
Local Communities				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Community Co-Construction		
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.
	Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities		Not Applicable	This information has limited relevance to our core business operations and is therefore not disclosed in the ESG report.
Supplier Social Assessment				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Sustainable Supply Chain		
GRI 414: Supplier Social Assessment 2016	Disclosure 414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain		
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain		
Public Policy				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics		Not Applicable	Our Company's Code of Business Conduct explicitly prohibits monetary contributions to political campaigns or organizations, lobbyists, and other tax-exempt groups whose purpose is to influence political campaigns or legislation.
GRI 415: Public Policy 2016	Disclosure 415-1 Political contribution		Not Applicable	
Customer Health and Safety				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Quality Assurance		
GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	Quality Assurance		
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality Assurance		
Marketing and Labeling				
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Excellence in Service		
GRI 417: Marketing and Labeling 2016	Disclosure 417-1 Requirements for product and service information and labeling	Excellence in Service		
	Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling	Excellence in Service		
	Disclosure 417-3 Incidents of non-compliance concerning marketing communication	Excellence in Service		
GRI 3: Material Topics 2021	Disclosure 3-3 Management of material topics	Information Security		
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security		

Topic	Metric	Code	Location
Ethical Mar-keting	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Excellence in Service
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Excellence in Service
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scien-tists and research and develop-ment staff	HC-BP-330a.1	Talent Attraction
	1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) pro-fessionals, and (d) all others	HC-BP-330a.2	Key Performance Table
Business Eth-ics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Business Ethics

Appendix IV: SDGs Initiatives

BioDuro actively responds to the UN SDGs, integrating corporate value creation with social value creation, and is dedicated to promoting comprehensive and sustainable social development.

UN SDGs	BioDuro's 2024 Responsive Actions
4 QUALITY EDUCATION	BioDuro has established a comprehensive employee development system covering the entire career cycle, from onboarding basic training to professional skill enhancement, and from management capability cultivation to leadership development, creating a multi-dimensional talent growth pathway. To ensure training effectiveness, we design personalized evaluation mechanisms for each training program, track learning outcomes in real-time, and continuously optimize the training system through a two-way feedback mechanism, achieving a virtuous cycle between talent development and organizational growth.
5 GENDER EQUALITY	BioDuro explicitly prohibits any form of discriminatory behavior, particularly emphasizing zero tolerance for prejudice or unfair treatment based on race, skin color, social class, nationality, ethnicity, region, religious belief, gender, sexual orientation, marital status, or physical disability. We are translating the concept of diversity and inclusion into tangible actions through practical implementation.
6 CLEAN WATER AND SANITATION	To address global water scarcity challenges, we are dedicated to promoting excellent water management practices across all operational activities and enhancing water-use efficiency. Through a comprehensive water conservation management framework, we actively implement various water usage optimization initiatives. In 2024, by consolidating laboratory resources across multiple operational sites, we achieved a significant reduction in water expenditure, resulting in a year-on-year decrease of RMB 53,618.4 in water costs. As part of our continuous improvement plan, we will further strengthen water management efficiency at all sites to ensure higher standards of water conservation goals are met.
8 DECENT WORK AND ECONOMIC GROWTH	BioDuro has established a diversified compensation system in accordance with legal requirements, comprising fixed salaries, performance bonuses, and various subsidies. We adhere to minimum living wage standards and provide employees with competitive compensation and benefits. The Employee Handbook clearly defines the salary structure and distribution rules, and this policy is integrated into mandatory NEO training to ensure every employee understands the compensation framework upon joining.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	We continuously promote R&D innovation and infrastructure development to shorten drug development cycles and enhance service quality. Upholding an innovation-driven development philosophy, we invest in green chemistry process R&D, optimize solvent and energy efficiency, improve waste recovery rates, and strengthen sustainable development capabilities and competitiveness. Additionally, we consistently improve our R&D innovation system, construct specialized experimental platforms, compound library products, and standardized repositories, and optimize resource management systems. Through sustained investment in R&D and stringent quality control, we were honored with the 2025 Out-sourced Pharma CDMO Leadership Award, demonstrating our professional expertise and industry leadership in drug development and manufacturing.

UN SDGs	BioDuro's 2024 Responsive Actions
10 REDUCED INEQUALITIES	BioDuro consistently upholds the values of diversity and inclusion, striving to build a fair, open, and inclusive workplace ecosystem. Across the entire employee lifecycle, including talent recruitment, compensation and benefits, career development, and training, we strictly adhere to the principle of equality, ensuring every employee receives fair treatment and full respect. We require all new hires to complete systematic training courses covering anti-discrimination policies, helping them deeply understand workplace equality principles and ensuring all employees operate in an environment of equality and respect.
11 SUSTAINABLE CITIES AND COMMUNITIES	As a key participant in urban ecosystems, we support sustainable urban construction through environmental management practices. We strictly manage waste, ensuring compliant disposal of hazardous materials and maintaining a comprehensive waste liquid classification management system to meet urban environmental standards. In carbon reduction, we have set SBTi targets, committing to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030 compared to the 2023 baseline, contributing to urban low-carbon transformation.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	We firmly practice responsible production and consumption, continuously reducing the environmental impact of production processes while improving energy efficiency and resource utilization. Simultaneously, we implement responsible marketing and stringent quality control. Through our Sustainable Procurement Policy and Supplier Code of Conduct, we select suppliers meeting environmental standards and quality requirements, building a sustainable supply chain and driving the industrial ecosystem toward greener and more efficient transformation.
13 CLIMATE ACTION	To address climate change challenges, we have established Science-Based Targets initiative (SBTi)-validated emission reduction goals. Our Shanghai Waigaoqiao Site commits to reducing absolute Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030 compared to the 2023 baseline, while comprehensively accounting for and reducing Scope 3 emissions. Guided by these targets, we actively explore diversified emission reduction pathways, systematically analyze value chain carbon data, and conduct in-depth carbon inventory practices. We have built a climate action system spanning target setting, implementation pathways, and data management, contributing corporate efforts to global temperature control goals.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	We are dedicated to advancing social equity, rule of law, and institutional governance, integrating integrity and responsibility into all aspects of operations. We continuously optimize internal management systems and embed ESG principles into daily operations. The company has established a transparent and efficient management framework with zero tolerance for any form of fraudulent behavior. Simultaneously, we strictly comply with laws and regulations, emphasize employee integrity education, and build a comprehensive business ethics assurance system.
17 PARTNERSHIPS FOR THE GOALS	We regard business ethics, anti-corruption, and human rights protection as cornerstones of corporate development. We strictly adhere to international standards and values established by the UN Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, and the UN Guiding Principles on Business and Human Rights. We will continuously improve corporate governance to advance sustainable development practices.

