



2025

Environmental, Social and Governance Report



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Reporting Considerations

Overview

This report is the third 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, 2025, to December 31, 2025 (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 2026. This report covers all operating entities of BioDuro worldwide, including the U.S. headquarters, the Taiwan joint venture, and all R&D and manufacturing centers. The detailed list of R&D and manufacturing centers operating in Mainland China is as follows:

Entity	Abbreviation	Common Name
BioDuro (Baonuo) Beijing Technology Co., Ltd.	Beijing Site	-
Shanghai BioDuro Biologics Co., Ltd.	Shanghai Waigaoqiao Site	-
BioDuro (Jiangsu) Co., Ltd.	Jiangsu Site	-
Pharaoh Pharmaceutical Company, Ltd.	Bengbu Site	Sundia
Hebei Sundia MediTech Company, Ltd.	Hebei Site	
Sundia MediTech Company, Ltd.	Shanghai Zhangjiang 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 and 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 Jul 22, 2026.

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@bioduro.com

Message from the Management

Because the pharmaceutical industry directly impacts human life, public health, and environmental safety, it operates under intense global scrutiny. Environmental, Social, and Governance (ESG) principles have shifted from optional "corporate citizenship" metrics to mission-critical imperatives. High ESG performance directly correlates with financial resilience, public trust, and regulatory success.

Standing at the cutting edge of providing high-quality discovery & development services for our partners in the global biopharmaceutical industry, BioDuro has always been committed to advancing human health and social sustainability. In 2025, we deepened the organic integration of ESG principles with business strategies, delivering impactful results in the areas of environmental, social, and governance through concrete actions.

Practicing Low-Carbon Development to Establish a Green Operational Foundation

Facing the challenges of global climate change, BioDuro prioritizes the low-carbon transformation of R&D processes and production workflows. Through the implementation of refined energy management and resource recycling projects, we have improved energy efficiency and reduced waste emissions, making our green operations leaner and cleaner. In addition, we have actively extended environmental concepts across the value chain, guiding suppliers toward low-carbon transformation to jointly build a more resilient green ecosystem.

Uniting Talent Strength to Cultivate Warmth and Social Responsibility

BioDuro upholds a people-centric philosophy, continuously cultivating an inclusive and diverse culture. Through a comprehensive professional empowerment system, we assist global employees in realizing their individual potential. Through a thorough and resilient procurement system, we empower supply chain partners to collaboratively enhance sustainable governance. Moreover, we continuously improve quality and safety standards to precisely respond to customer needs, providing efficient support for drug R&D. We continue to leverage our professional strengths, engage in public welfare, and give back to society, sharing development outcomes with the community.

Deepening Compliance Governance to Safeguard Steady Enterprise Progress

BioDuro adheres to strict business ethics and integrity guidelines, reinforcing internal and risk controls to achieve proactive identification and mitigation of operational risks. In addition, we are progressively improving the decision-making mechanism of the leadership team to ensure the soundness and efficiency of major decisions, thereby strengthening the institutional foundation for long-term growth.

Looking ahead, BioDuro will remain true to its founding commitment to "safeguard human health with global quality standards", aligning corporate value creation with sustainable development. We firmly believe that this commitment to sustainability will transform into a source of long-term value creation, empowering stakeholders while creating success for customers, employees, and society.

Into BioDuro

Who We Are

BioDuro, one of the portfolio companies of Advent International, boasts over 30 years of history as a trusted global Contract Research, Development, and Manufacturing Organization (CRDMO). Headquartered in Irvine, California, we operate eight campuses across 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

Accountability

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

Respect

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

Tenacity

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

Results

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

Integrity

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 United States and China.



01

Governance Foundations for Long-Term Growth

11	ESG Governance
14	Business Ethics
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BioDuro upholds the values of integrity and compliance, building a robust governance system and risk prevention mechanism to integrate ethical standards into all operational processes. We combine institutional safeguards, cultural guidance, and dynamic supervision to continuously enhance compliance management effectiveness, laying a solid foundation for the long-term, stable development of the Company.



This section responds to UN SDGs:

ESG Governance

BioDuro drives sustainable development practices within its business management, continuously elevating its ESG governance performance. We optimize internal management systems, identify material ESG issues, and set corresponding targets based on industry characteristics and corporate realities, deeply integrating ESG principles into the daily operations of all business segments. Furthermore, the ESG Working Group, spearheaded by management, coordinates across functional departments to respond to the expectations and demands of stakeholders.

To respond effectively to external environmental changes, the Company benchmarks against industry-leading practices, market ESG priorities, international standards, and regulatory requirements. By integrating the demands of internal and external stakeholders, the Company has established a materiality assessment system, strengthening risk and opportunity management through the identification and evaluation of material issues.

Materiality Assessment



BioDuro Materiality Matrix

Stakeholder Communication

BioDuro views stakeholder feedback as a vital reference for optimizing its ESG governance system and identifying potential business risks. We align our business characteristics and operational conditions to systematically identify key internal and external stakeholders, establishing regular and diversified communication mechanisms to collect stakeholder expectations and recommendations across corporate governance, environmental, and social responsibility dimensions. We integrate these diverse perspectives into our materiality assessment process, responding to key concerns through objective and transparent two-way information sharing to fulfill our sustainable development responsibilities.

Key Stakeholders	Communication Channels	Issues of Concern
Investors and Shareholders	- Periodic reports and corporate announcements - Regular and irregular communication meetings - Hotline and platform interactions	- Corporate governance - Risk management - Climate change
Customers	- Daily business communication - Cuŝtomer satisfaction surveys - Complaint and feedback mechanisms - Technical seminars - Cuŝtomer visits and audits	- Quality and safety - Information security - Service assurance
Employees	- Employee representative assemblies - Internal information disclosure - Vocational training - Employee activities - Suggestion boxes and service hotlines	- Occupational health and safety - Employee training and development - Labor rights - Talent attraction and retention
Suppliers	- Code of conduct and agreement signing - Admission audits and periodic evaluations - Daily business transactions - Exchanges and training	- Suŝtainable supply chain - Business ethics
Government and Regulatory Authorities	- Inspections and work reports - Daily communication and feedback - Information disclosure	- Waŝte and emissions management - Quality and safety - Resource management
Community Public and Non-profit Organizations	- Community public welfare and volunteer services - Information disclosure - Exchange activities	- Community co-conŝtruction - Environmental management - Biodiversity
Academic Institutions, Experts, and Media	- School-enterprise cooperation and induŝtry-university-research exchanges - Academic and induŝtry conferences - News reports and exclusive interviews	- Animal welfare - Intellectual property protection

Business Ethics

BioDuro considers honest operation and business ethics as the foundation of corporate operations and long-term development. We construct a comprehensive compliance management framework to coordinate internal special audits and compliance monitoring. By implementing systematic business ethics governance initiatives, we mitigate operational risks and fully secure the stable execution of all business activities.

Governance System

BioDuro strictly abides by 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 Banning Commercial Bribery*, resolutely preventing non-compliance behaviors such as commercial bribery, corruption, and fraud. We continuously implement the BioDuro Business Ethics Policy, which provides compliance standards for handling conflicts of interest, preventing money laundering risks, and maintaining fair competition. During the reporting period, we formulated the Conflict of Interest Policy, the *Compliance Reporting and Investigation Policy*, and the *Compliance Review Policy*, further refining the internal governance framework for business ethics.

We formulated the *Anti-Corruption Risk Management Policy* to construct a regular anti-corruption risk assessment and review mechanism. We conduct risk inspections across all business areas at least once a year, focusing on segments such as business development, procurement, and engineering to systematically identify specific corruption risks in client entertainment, supplier onboarding, and project bidding. For key risk points confirmed during inspections, we formulate continuous improvement plans, strictly defining responsible subjects, specific rectification measures, and implementation deadlines to drive the dynamic optimization of internal compliance control mechanisms.

The Senior Vice President of Operations serves as the highest responsible person for business ethics at BioDuro, spearheading the supervision of relevant matters and reporting regularly to the Executive Committee. At the execution level, we coordinate the implementation and daily supervision of various compliance policies, evaluating their effectiveness annually to ensure compliance standards align with business development needs, and dynamically optimize management processes upon approval by the Executive Committee.

To enhance the execution efficiency of the anti-corruption internal control mechanism, we conducted a special compliance audit this year targeting non-core business outsourcing expenses and outsourcing personnel overtime expenses, which was led by the Finance Department with the participation of the Compliance Department, Human Resources Department, and business departments. We focused on verifying expense authenticity, attendance compliance, and approval process integrity. Addressing issues discovered during the audit, such as non-standard expense accounting and attendance management, we established strict outsourcing service and acceptance standards and standardized the pre-approval process for working hours, preventing non-compliant declarations at the mechanism level. In response to the audit findings, we further strictly enforced the outsourcing attendance system, refined the overtime approval process, established semi-annual special audits for outsourcing services alongside monthly regular compliance spot checks, and took regulatory actions against non-compliant suppliers, including regulatory talks, deductions, or termination of cooperation, pushing for the comprehensive implementation of all rectification requirements to prevent third-party corruption incidents.

BioDuro continuously strengthens the compliance baseline of business operations. As of the end of the reporting period, we have not been involved in any litigation related to corruption, bribery, or unfair competition.

Integrity Culture

BioDuro advances the construction of an integrity culture, deeply integrating compliance awareness into daily operations and the supply chain management system to build a comprehensive business ethics assurance framework. We have established a full-coverage business ethics education mechanism, mandating that all employees receive compliance training at least once a year, and making integrity and anti-commercial bribery awareness a compulsory course for onboarding new employees. During the reporting period, we organized the annual business ethics compliance training and matching assessments via an online cloud classroom, conducting case analyses for high-risk business scenarios such as gifts and entertainment, conflict of interest declarations, anti-fraud, and whistleblower protection. This year, 1,818 employees completed the business ethics compliance training and passed the assessments, achieving an overall completion rate of 99.73% and 100% training coverage across 6 operating sites in China.

BioDuro strengthens supplier integrity management in external cooperation. We conduct compliance due diligence on all potential suppliers prior to establishing cooperation, preventing commercial bribery and corruption risks from the source. In daily cooperation, we enforce the mandatory signing of binding content such as sunshine clauses, confidentiality agreements, and anti-corruption reporting channels, requiring all partners to strictly abide by our business ethics codes to collaboratively build a transparent and honest supply chain ecosystem.

Whistleblower Protection

BioDuro is committed to building a secure and transparent compliance supervision and feedback mechanism. During the reporting period, we formulated and implemented independent internal policies such as the *Compliance Reporting and Investigation Policy* and the *Compliance Review Policy*, establishing management baselines for report feedback and whistleblower protection. Concurrently, we refine internal control mechanisms and optimize business processes to prevent illegal behaviors. All employees, management, and external stakeholders can provide real-name or anonymous feedback through the following channels:

Hotline

010-80768365

Reporting Email

compliance_inbox@bioduro.com

We coordinate the receipt and management of all reported information, initiating formal investigations according to procedures for clues that meet the case-filing criteria. If illegal facts are verified and confirmed, we will transfer them to judicial authorities in accordance with the law. To complement this, we optimize internal control and business operation processes based on daily verification findings, preventing non-compliance behaviors at the mechanism level.

BioDuro implements standardized whistleblower rights protection procedures, explicitly prohibiting any form of retaliation. We establish independently operated feedback hotlines and support whistleblowers in choosing anonymous channels. Throughout the full life cycle of handling clues, we enforce strict confidentiality controls to prevent the leakage of whistleblowers' identities, such as names and addresses, as well as specific reporting content. We implement anti-retaliation mechanisms to ensure that whistleblowers acting in good faith do not face demotion, threats, or other unfair treatment due to their feedback, safeguarding the effectiveness and credibility of internal oversight channels.



Information Security

BioDuro strictly abides by laws and regulations, including the *Cybersecurity Law of the People's Republic of China*, alongside the requirements of international standards such as ISO/IEC 27001, and is committed to constructing a robust information security management framework. We formulate and implement internal information security management systems, including the *BioDuro Information Security Policy*, the *Information Security Risk Assessment Management Procedure*, and the *Third-Party Information Security Management Procedure*, ensuring compliant and effective information security management across all R&D and production centers. During the reporting period, we revised information security management policies, adjusting the disposal mechanism for decommissioned media that previously stored sensitive or confidential data to physical destruction, and designated DingTalk as the unified internal instant messaging tool, continuously optimizing the security boundary of daily information flows.

BioDuro establishes an information security management structure overseen by management and executed by dedicated personnel. At the supervisory level, the Chief Financial Officer (CFO) spearheads the coordination of execution supervision, risk prevention and control, and incident handling for information security policies. At the execution level, we established an additional dedicated supervisor position responsible for coordinating information security audits across all operating sites, with relevant departments specialized in conducting annual audits, risk assessments, employee security agreement management, and compliance supervision. During the reporting period, we conducted regular third-party external audits to monitor the effectiveness of the internal compliance control system for information security. The audits comprehensively covered information security management activities related to biomedical R&D and technical services, performing retrospective controls on the existing information security management system. Addressing the issues identified during the audits, we have implemented rectification measures to further refine the information security management system of the Company.

We strictly execute the *Information Security Risk Assessment Management Procedure*, conducting regular information security risk reviews annually. During the assessment phase, we comprehensively inventory all information assets and perform a comprehensive risk rating evaluation by combining specific threat scenario descriptions, system vulnerabilities, and potential impacts. Targeting the critical risks identified, we formulate explicit information security risk disposal plans, comprehensively implementing concrete rectification measures—such as annual equipment maintenance, backup system deployment, and the introduction of original equipment manufacturer (OEM) technical support—while setting strict deadlines for completion to continuously optimize our internal information security assurance system. During the reporting period, the Jiangsu Site, the Shanghai Waigaoqiao Site, the Beijing Site and the Shanghai Zhangjiang Site, obtained the ISO 27001 Information Security Management System certification.



Shanghai Waigaoqiao Site



Shanghai Zhangjiang Site



Jiangsu Site



Beijing Site

Through diversified technical and management means, we continuously consolidate our information security protection network, comprehensively elevate cybersecurity protection and data assurance capabilities, and effectively reduce information security risks.

Network Infrastructure Security Upgrades

- Maintain the deployment achievements of Cisco SD-WAN and DNAC systems as well as firewall solution upgrades to continuously strengthen cybersecurity protection capabilities.
- Control network access for external personnel by implementing approval systems and dynamic password authentication, audit and intercept data through egress firewalls, and utilize technical means to manage the use of third-party application software.

Regular Security Vulnerability Management

- Audit internal users with granted permissions and strictly implement regular verifications to ensure that permissions are closed immediately upon completion of tasks.
- Execute monthly system vulnerability scanning and patch update plans, and retain Venustech, an external professional institution, to implement deep vulnerability scanning and testing this year.
- Implement semi-annual routine equipment inspections to evaluate and replace overdue equipment in a timely manner, simultaneously enabling redundant configurations for critical equipment.

Information Security Audit System

- Organize annual internal information security audits, promptly implement corrective and remedial measures targeting information security risks identified this year, and conduct targeted compliance training for related departments.
- Undergo independent audits by third-party institutions on the information security management system to continuously verify the effectiveness of control procedures.

Employee Information Security Control

- Invite external experts to conduct information security training for all employees in China, and strengthen safety training for new employees.
- Standardize the management of employee equipment usage permissions, and deploy physical prevention tools such as screen privacy filters in critical positions.
- Conduct information security awareness training for all employees addressing internal information security issues, routine inspections, and weaknesses exposed in drills, providing 100% targeted training reinforcement for employees with weak information security awareness. Conduct regular information security testing covering phishing emails, social engineering, and QR code attacks to achieve 100% training coverage.

Supplier Information Security Assessment

- Require core suppliers to provide qualification certificates and sign confidentiality agreements, focusing on carrying out special information security compliance assessments for selected core IT suppliers this year.
- Conduct supplier information security due diligence to collect supplier information security data, evaluating the effectiveness of their compliance systems and risk control measures as well as potential risk levels based on supplier self-assessments and the Company's evaluation.
- Classify suppliers into three categories based on risk level benchmarks and execute corresponding management procedures, requiring suppliers to regularly conduct information security risk assessments and implement rectification measures.

Information Security Initiatives

BioDuro adheres to the safety management principle of prioritizing prevention, establishing an information security incident emergency response mechanism to continuously improve the emergency response capabilities of the Company. This year, we conducted information security emergency drills, testing unexpected scenarios such as mains power failure to verify the effectiveness of emergency handling procedures. During the reporting period, we experienced no major information leakage or data security incidents.

Intellectual Property Protection

BioDuro regards intellectual property protection as a fundamental guarantee for the stable operation and innovative development of the Company. We strictly abide by 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 *Administration of Intellectual Property-Related Certification*, while continuously implementing and refining internal management systems such as the BioDuro Intellectual Property Management Measures and the *Trade Secrets Management System*. Relying on the steady operation of various internal rules and regulations, we continuously standardize protection processes and asset ownership principles for innovation achievements, establishing prevention and management measures for confidential information.

We continuously advance confidentiality compliance management across the onboarding process, signing confidentiality and intellectual property protection agreements with all new employees to clarify their legal responsibilities regarding information security and intellectual property protection. In terms of risk response, we construct management and response procedures for leakage incidents and intellectual property disputes. When relevant compliance disputes occur or are suspected, a special working group composed of relevant functional departments and management is formed to collaboratively handle intellectual property disputes and take remedial measures, preventing and mitigating the impacts of related incidents.

We have established a regular intellectual property education and training system to continuously enhance employee awareness of asset protection. During the onboarding phase, we conduct special legal training for all new employees, focusing on interpreting compliance requirements such as intellectual property, trade secrets, and data consistency. Various training sessions are carried out via online learning platforms, with matching assessments deployed to verify training effectiveness, thereby ensuring that new employees fully comprehend their relevant responsibilities. During the reporting period, we held a total of 32 valid patents, and no intellectual property infringement incidents occurred.



02

Professional Capabilities for Innovation

- 21 Quality Assurance
- 23 Animal Welfare
- 25 Excellence in Service
- 27 Sustainable Supply Chain

BioDuro upholds quality as its foundation and ensures product safety and reliability through high standards. We are grounded in R&D innovation, respond precisely to customer needs, and adhere to responsible marketing principles to provide professional and efficient services. We also optimize supply chain management to promote green transformation and industrial synergy, empowering the long-term development of pharmaceutical innovation.

3

GOOD HEALTH AND WELL-BEING

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

17

PARTNERSHIPS FOR THE GOALS

This section responds to UN SDGs:

Quality Assurance

BioDuro has formulated and implemented the *Quality Manual* to establish a quality management system centered on this manual, thereby ensuring product quality and safety. On this basis, the Shanghai Zhangjiang, Shanghai Waigaoqiao, Jiangsu, Hebei, Bengbu, and other sites have continued to update quality-related SOPs and continuously improve quality standards.

The Company established a Quality Assurance Department and a Compliance Department to respectively oversee system operations and standard implementation, as well as policy compliance reviews. At the same time, we have established a quality management structure covering the entire lifecycle of R&D and production. The Shanghai Zhangjiang, Shanghai Waigaoqiao, Jiangsu, Hebei, Bengbu, and other sites have all obtained ISO 9001 certification and completed annual periodic audits. All relevant quality key performance indicators have met the certification requirements.

Quality Management

BioDuro has established a quality assurance system spanning the entire product lifecycle. This system systematically integrates four key modules: Quality Control, quality risk management, quality review and audit, and quality objectives. Relying on standardized processes and tools, it ensures product quality and compliance.

Quality Control

We dynamically optimize our end-to-end Quality Control system, covering raw material inspection upon entry, production process monitoring, and finished product release, with ISO 9001 and GMP standards as the core. In the supplier management process, we strictly enforce access controls and tiered management, implementing oversight of materials and suppliers based on a risk-based approach. During the production process, we strengthen online inspection and process control for key operations. We monitor process parameters and intermediate product quality indicators in real time to promote stable and controllable processes, maintaining a low rate of deviations. During the inspection and release phase, we strictly execute inspections in accordance with standards and customer requirements, implement the release review process, and ensure that compliance confirmation has been completed for every batch of products.

Quality Risk Management

We have fully integrated quality risk management into our quality management system. Following the ICH Q9 guidelines, we utilize tools such as FMEA (Failure Mode and Effects Analysis) and HACCP (Hazard Analysis and Critical Control Points) to systematically identify and control product quality risks.



Quality Review and Audits

We enhance quality control effectiveness through annual quality reviews and a three-tier audit system. We conduct annual reviews on the use of quality tools such as deviations, changes, and CAPA to identify potential risks and anomalies and perform root cause analysis. At the same time, we have established a three-tier audit system covering internal operations, suppliers, and customers. In 2025, we underwent a total of 22 domestic and international customer audits, all of which were passed with zero significant deficiencies. We conducted four cross-site group-level compliance audits and four site-level internal compliance audits, implementing 64 and 25 improvement measures respectively. Additionally, we completed four EU GMP and FDA gap analyses, implementing 31 improvement measures.

Quality Objectives

To implement the Company's quality policy, we have established quality objectives of achieving a 90% on-time and on-quality order completion rate and a customer service satisfaction rate exceeding 85%. In 2025, all production sites exceeded their established quality objectives.

Quality Culture

During the reporting period, we solidly advanced quality culture development and formulated the 2025 training plan, which covered core content such as key SOPs and GMP regulatory guidelines. All planned training sessions were completed on schedule. We have conducted multiple quality-related training sessions. Specialized training is provided for each updated SOP, and learning plans are formulated for new employees. They are permitted to commence work only after successfully passing the assessment. In addition, we organize regulatory training and audit rectification training on an irregular basis to comprehensively enhance employees' quality awareness and capabilities.



Animal Welfare

BioDuro regards scientific ethics and animal welfare as fundamental principles of research, deeply integrating international standards with cutting-edge industry practices. The Company strictly implements the *BioDuro Laboratory Animal Care and Management Procedures* and the *BioDuro Animal Facility Environmental Quality Monitoring Procedure*, and has updated policies such as the *Setting of Environmental Enrichment for Experimental Animals* to ensure that every animal experiment is conducted in a standardized manner.

During the reporting period, we successfully passed the recertification audit by AAALAC International, further demonstrating our unwavering commitment to upholding high standards of animal welfare.

To ensure the strict implementation of research ethics, the Company has established a robust internal supervision framework by leveraging an Institutional Animal Care and Use Committee (IACUC) at each facility. The committee is responsible for approving animal experiment protocols, evaluating operational procedures, and conducting routine inspections. Through semi-annual compilation of opinions and written reporting mechanisms, the committee drives the closed-loop optimization of experimental protocols.

On this basis, we implemented systematic improvement measures focusing on key areas such as animal health, optimization of experimental procedures, and staff skills training, thereby establishing a comprehensive barrier for the protection of animal welfare.



Living Environment Assurance

- Strictly regulate cage design to ensure that the floor area, height, and activity space of laboratory animal cages comply with national standards.
- Implement routine environmental monitoring, conduct microbial testing on drinking water for barrier-housed animals weekly, perform settle plate monitoring in barrier environments monthly, and assess microbial cleanliness of equipment directly contacting animals quarterly.



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.



Feed and Water Safety

- 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.



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.

In terms of animal health management, we have established a veterinary care system based on prevention. We have formulated policies such as the *Microbiological and Parasitological Quality Testing for Laboratory Animals (Rodents)*, and the *Sampling, Analysis, and Review of Results for Drinking Water, Feed, and Bedding for Laboratory Animals*. Through rigorous animal health monitoring procedures and testing of the environment and supplies, we ensure that animals are protected from pathogenic bacteria, effectively reduce the need for disinfectants and antibiotics, and safeguard the health and welfare of laboratory animals.

We innovatively adopted a technique wherein individual animals undergo multiple types of catheterization surgeries to further enhance animal welfare. Coupled with the assessment and optimization of pre-experimental protocols prior to the launch of new projects, this approach has significantly reduced the total consumption of laboratory animals. Furthermore, we systematically improved experimental design, optimized the screening of key indicators and operational technical conditions, and introduced preemptive analgesia and multimodal anesthesia. By adjusting the scope of use for anesthetic drugs and analgesics, we effectively alleviated potential pain and stress responses experienced by animals during experiments.

Additionally, we have established an employee training system regarding animal welfare. Comprehensive training is provided to new employees, covering policies for animal facility management, standards for entry/exit and pass-through windows, waste disposal, and compliance requirements such as AAALAC and AUP applications. Moreover, training emphasizes standardized welfare procedures including animal anesthesia and euthanasia, while providing in-depth guidance on personal protective equipment, handling of bites and scratches, and emergency response to accidental incidents, thereby ensuring both employee safety and animal welfare.



Excellence in Service

BioDuro adheres to innovation-led development, enhances drug discovery and translational research capabilities, precisely responds to customer needs while optimizing service processes, and strictly regulates commercial conduct to provide efficient and reliable drug R&D support for clients.

Capability Enhancement

BioDuro adheres to innovation as the core driving force, continuously optimizes its technology platforms and service processes, and is committed to providing clients with more efficient drug development solutions. To this end, we have established quantified targets across dimensions such as average R&D cycle time, on-time delivery rate of client projects, and compliance rate of R&D data to enhance R&D efficiency and service quality.

In 2025, we advanced the construction of our DMPK¹ service platform focused on ADC² and peptide-based drugs, and initiated the layout of early pre-exploratory toxicology capabilities. We established a peptide business unit focused on the R&D of popular peptide drugs to build an integrated peptide service capability.

To support the aforementioned layout, we invested in constructing a high-activity laboratory at the OEB-5³ level, established a compound management platform and a CADD⁴ platform, and leveraged AI tools to assist R&D, accelerating the development process. At the same time, we expanded our expert team by establishing a new conjugation R&D service team and formulated the *Measures for Service Invention Patent Applications and Rewards* to incentivize employee technological innovation and provide clients with more efficient R&D pathways.

CASE Upgrading Capabilities of Key R&D Platforms

During the reporting period, we continued to advance the construction of key R&D platforms and enhanced our capabilities in compound management and high-activity drug development.

Compound Management Platform

We advanced the iteration and upgrade of a one-stop compound management platform to achieve automated storage and management of liquid and solid compounds. This supports the secure storage of over 400,000 compounds, providing stable support for pre-experimental preparation and high-throughput screening.

High-Activity Drug R&D Platform

The OEB-5-level high-activity compound synthesis laboratory at the Shanghai Waigaoqiao R&D Center has commenced operations to support the synthesis and R&D of complex conjugated drugs such as ADCs and PDCs, thereby completing our full-chain technology layout.

¹ DMPK: referring to drug metabolism and pharmacokinetics.

² ADC: referring to antibody-drug conjugates.

³ OEB: referring to occupational exposure band. OEB-5 represents the highest level of occupational exposure protection requirements.

⁴ CADD: referring to computer-aided drug design.

CASE Construction of an Automated Solid-Phase Peptide Synthesis Laboratory

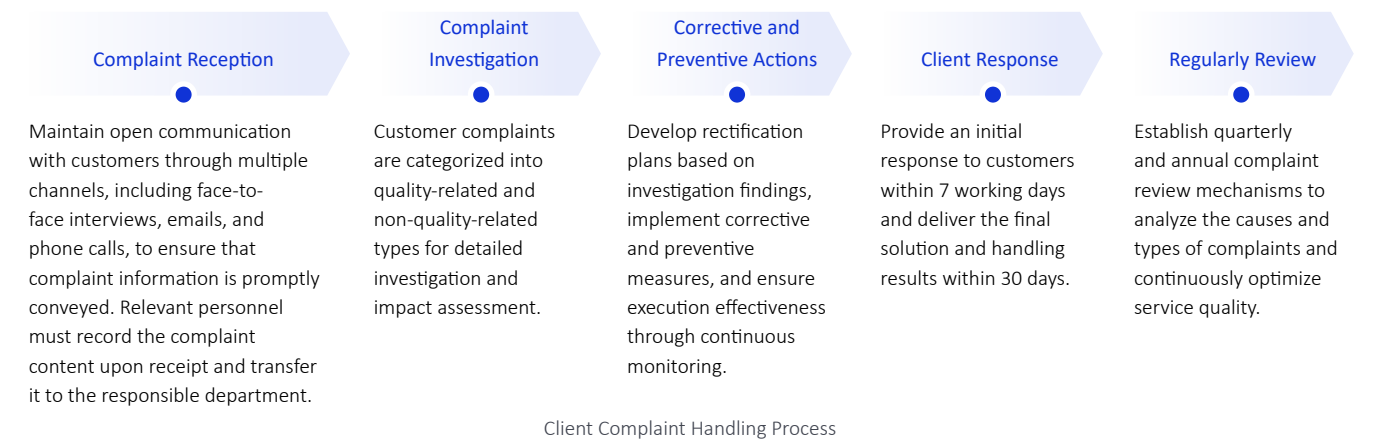
To enhance R&D delivery capabilities in the field of peptide drugs, we further expanded our fully automated solid-phase peptide synthesis laboratory. During the reporting period, we have completed the foundational construction of our laboratory and the configuration of core equipment. We established a solid-phase synthesis technology platform and formed teams for process development, purification analysis, and equipment management. The laboratory has currently entered the pilot production phase for equipment, laying a foundation for further implementation of peptide drug R&D capabilities.

During the reporting period, we participated in two industry summits and eight academic conferences, published two research articles, and actively promoted industry exchange and knowledge sharing. Furthermore, BioDuro won two awards at the 2025 Outsourced Pharma CDMO Leadership Awards: "Global Small Molecule API" and "Global Small Molecule Dosage Forms," and was also honored with the title of "2025 Shanghai Digital Trade Innovation Enterprise." This achievement demonstrates the Company's technical strength and innovation capabilities in the development and production of small molecule drugs, as well as its unwavering commitment to serving patients worldwide.

Response to Client Needs

BioDuro remains committed to a customer-centric approach and continues to refine its customer service system. We have established the *Product Complaint Management Procedure* and revised policies such as the *Customer Satisfaction Management Procedure* and the *Customer Complaint Procedure* during the reporting period to further optimize management processes and division of responsibilities, thereby enhancing our efficiency and collaborative capabilities in serving customers.

To continuously enhance the customer experience, we conduct biannual customer satisfaction surveys, covering key dimensions such as service response, professional expertise, and process management. For the improvement items identified in the questionnaire, we collect improvement suggestions from relevant departments and track the implementation results. Dedicated project managers are assigned to provide targeted management for key projects. In addition, we have established a tracking mechanism for customer complaints and implemented closed-loop tiered management through the "Complaint Tracking Form". During the reporting period, all complaints are resolved on schedule and received customer approval.



BioDuro achieved an actual customer satisfaction rate of 95% this year, successfully meeting the annual customer service objective of exceeding 90%.

Responsible Marketing

BioDuro always adheres to the principles of integrity and transparency, integrating responsible marketing concepts into daily business activities to ensure that all operations strictly comply with the highest ethical standards and legal requirements. We strictly comply with the laws, regulations, and industry standards applicable to our operations and continuously improve internal policies such as the *Advertising Review Guidelines*. We regularly conduct specialized training for marketing employees covering laws and regulations, marketing standards, and product knowledge to continuously reinforce their compliance awareness.

During the reporting period, BioDuro did not experience any significant marketing compliance violations.

Sustainable Supply Chain

BioDuro is committed to building a standardized and sustainable supply chain system. By establishing clear business ethics as well as environmental and social responsibility standards, we continuously improve the supplier admission and assessment system, supporting supply chain partners to collaboratively elevate their sustainable governance performance.

Supplier Management System

BioDuro strictly implements the procurement compliance requirements of its operational locations, formulating and executing internal rules and regulations such as the *Procurement Management Policy* and the *Supplier Management Policy*. Through full-lifecycle supplier management standards and procurement processes, we are committed to building a standardized supply chain governance framework. Concurrently, we coordinate core segments including supplier sourcing, admission review, regular evaluation, and graded management to dynamically enhance the operational efficiency of the overall supply chain.



Core Sections of Supply Chain Management

Sustainable Procurement

BioDuro is committed to integrating sustainable development standards into its supply chain governance framework, working collaboratively with partners to share environmental and social responsibilities and maintaining a balance between commercial operations and social benefits. We formulate and implement management policies such as the BioDuro *Sustainable Procurement Policy*, driving the steady development of the industrial ecosystem toward a responsible and sustainable direction by setting clear standards for suppliers' daily performance across core dimensions including business ethics, environment, labor and human rights, as well as occupational health and safety. In addition, we actively advance green and low-carbon procurement practices, sourcing suppliers for hazardous waste recycling and utilization across all operational locations to carry out hazardous waste treatment and reuse.

Supplier Code of Conduct

BioDuro deeply integrates sustainable development benchmarks into the daily governance of the supply chain. We resolutely implement the *Supplier Code of Conduct*, explicitly requiring external partners to comply with international standards and initiatives in dimensions such as environmental protection, labor rights, health and safety, business ethics, and intellectual property protection. To strengthen the binding force of the code of conduct, we directly embed the code into the bidding process, stipulating that acceptance of compliance clauses is a mandatory prerequisite for participating in bidding. Concurrently, we require suppliers to sign and execute the code to comply with the business ethics and social responsibility standards of the Company.

We concurrently incorporate compliance indicators such as environmental responsibility and occupational health and safety explicitly into supplier contracts, relying on periodic assessment mechanisms to prevent potential supply chain risks. During the reporting period, the number of core suppliers that signed cooperation agreements or bidding documents containing codes of conduct and anti-corruption clauses exceeded 60, comprehensively covering the top 5% of key partners.

Supplier ESG Risk Management



ESG Risk Screening Dimensions

BioDuro prevents and controls potential ESG risks in the supply chain system through systematic risk assessments, on-site audits, and questionnaire mechanisms, securing the compliant operation and sustainable development of the supply chain. We abide by the *Procurement Management Policy*, implementing a pre-assessment mechanism for environmental, social, and governance risks in the supply chain. Prior to supplier introduction, we execute qualification compliance reviews, with the scope covering business licenses, industry permits, and International Organization for Standardization (ISO) management systems. Concurrently, we conduct commercial reputation and negative public opinion searches, focusing on verifying negative records such as judicial litigation, environmental protection penalties, labor disputes, commercial bribery, and major safety accidents. Based on objective search facts, we conduct risk level assessments for suppliers facing risks related to public opinion, qualifications, or personnel scale, classifying them into low-risk, medium-risk, and high-risk levels.

Through supplier questionnaires and on-site audits, we further verify the compliance performance of partners in daily management. We issue standardized questionnaires to suppliers, objectively evaluating their policy formulation, qualification acquisition, and concrete action initiatives in fields such as quality management, supplier management, and corporate social responsibility. Targeting critical and strategic suppliers, we conduct periodic on-site audits to assess their management status across environmental protection, employee health and safety, and corporate governance dimensions, identifying and eliminating potential compliance risks in business advancement in a timely manner.

Combining questionnaires, on-site audits, and pre-risk rating results, we implement differentiated full-process control over suppliers. During the admission stage, we require high-risk entities to execute rectifications or directly eliminate them, strengthen contract clause constraints and on-site audit intensity for medium-risk entities, and execute routine management for low-risk entities. For designated suppliers, we continuously conduct supplier performance assessments and implement targeted improvement measures. For any suppliers violating the *Supplier Code of Conduct*, we execute disposal mechanisms such as early termination or suspension of new business awards.



Supply Chain Empowerment

BioDuro is committed to driving sustainable supply chain construction through multi-dimensional empowerment initiatives. Through supplier incentives and training, professional capability enhancement of the procurement team, and optimization of communication mechanisms, we promote coordinated operations and long-term development across the upstream and downstream of the supply chain.



Supplier Incentive Mechanism

- Based on suppliers providing equal technical, commercial, and service capabilities and willingness, those with strong ESG awareness and outstanding performance will receive prioritized business opportunities and resource support.

Regular Supplier Training

- Establish a regular supplier ESG training mechanism, conduct special training and exchange activities periodically, and convey sustainable development requirements to suppliers.
- Organize supplier safety training, and conduct supplier training focusing on sustainable development dimensions such as occupational health, safety, and environmental responsibility through policy publicity and the dissemination of safety management standards, elevating the ESG management level of suppliers.



Buyer Capability Development

- Build a complete procurement team training system, and conduct professional training courses periodically including quality management systems, environmental, health, and safety (EHS) standards, and business ethics, relying on the DingTalk Cloud Classroom platform.
- Integrate key indicators into the position evaluation system, and set the occupational health and safety compliance rate as a key performance indicator (KPI) for the daily work of procurement personnel, continuously enhancing the professional capability and operational level of the team.

Supplier Communication

- Build diversified supplier communication channels, conduct further communication across business scenarios such as supplier screening, proposal presentations, and contract award negotiations on the basis of routine phone calls, emails, and on-site exchanges, and handle supplier feedback and complaints in a timely manner to secure long-term cooperation between both parties.



03

Green Partnerships for Low-Carbon Development

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BioDuro upholds the concept of green and low-carbon development, fully integrating it into all stages of R&D as well as daily operations. Relying on a sound environmental management mechanism, we steadily implement green operations. Further, in response to challenges posed by global climate change, we actively take actions to continuously explore sustainable development pathways that balance commercial value with ecological benefits, thereby fulfilling our corporate environmental commitments and social responsibilities through concrete actions.



This section responds to UN SDGs:

Environmental Management

BioDuro fully recognizes the importance of environmental protection and is committed to establishing a comprehensive environmental risk management system. While routinely conducting environmental risk inspections and assessments, we continuously strengthen all employees' awareness of environmental protection and professional disposal skills to ensure that all environmental management systems operate efficiently. We strive to minimize the impact of business activities on the natural environment, respond to the call for green development with concrete measures, and contribute to building a beautiful ecosystem.

Environmental Management System

BioDuro has established a comprehensive environmental management system. The Environment, Health, and Safety (EHS) department is responsible for coordinating the implementation of environmental management measures across all departments and monitoring and recording operational environmental performance. BioDuro has formulated the *BioDuro Environmental Management Policy* which systematically establishes behavioral guidelines for core areas including energy and greenhouse gas management, water resource utilization, and waste and emission control, while clarifying the Company's environmental commitments and specific action targets.

To further clarify environmental management responsibilities and provide actionable guidance for specific operations, the Company has established and implemented a supporting regulatory framework. This framework encompasses policies such as the *Environmental Protection Management Regulations*, the *Safety, Health, and Environmental Responsibility System*, the *EHS Compliance Management*, and the *Hazardous Waste Management Procedures*, providing a solid institutional foundation for the efficient operation of the Company's environmental management system.

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

The Company has established a comprehensive environmental risk management system, routinely conducting hazard identification, risk assessment and review, and deeply embedding risk control measures into daily operations through science-based prevention and control strategies. At the emergency management level, a sound emergency response mechanism has been established, and internal management systems such as the *Emergency Plan for Sudden Environmental Incidents* are continuously refined to achieve precise supervision of environmental risk sources. The Company revises the plan and the risk assessment report every three years. After expert review by relevant committees, the related documents are filed with the environmental competent authorities in accordance with requirements to ensure the Company's efficient response and handling capabilities regarding sudden environmental incidents.

The Company has established a normalized internal EHS audit mechanism. An internal professional team was organized to conduct a specialized EHS review of the R&D Center, aiming to systematically assess the adequacy and effectiveness of risk management controls. In 2025, the EHS review identified one major finding and recommendation related to EHS, with no critical findings involved. As of now, all identified items have been rectified or are undergoing orderly rectification and follow-up.

In 2025, no environmental protection-related legal or regulatory violations occurred at any of BioDuro's R&D or production centers.

Environmental Training and Awareness

BioDuro actively cultivates an environmental protection culture involving all employees. The Company regularly provides comprehensive training courses on environmental protection and hazardous chemical management to all staff, leveraging diverse educational activities to deepen employees' understanding of ecological conservation and continuously internalize the core values of sustainable development into their professional competencies and behavioral standards. Furthermore, the Company has established a multi-dimensional training system (covering both online and offline formats) aimed at enhancing employees' awareness of institutional regulations, standard operating procedures, and high-risk reaction approval processes, thereby transforming this knowledge into consistent compliance execution capabilities.

CASE

Beijing Site: Waste Management Training

In April 2025, the Beijing Site EHS department conducted waste management training for all personnel. The training covered the definition of waste, classification, and standardized zoning management, effectively enhancing employees' capabilities in standardized waste management and laying a solid foundation for compliant waste disposal.

二、废弃物定义及分类

危险废弃物分类- SOP-DSC(BJ)-011 实验室废弃物回收管理标准操作规程



Waste Management Training Content

CASE

Bengbu Site: Training on Hazardous Waste Management Knowledge

In September 2025, the Bengbu Site organized training on hazardous waste management knowledge. The training covered specific classification of the Company's hazardous waste, requirements for management and disposal, and relevant regulations for employees across multiple aspects. This effectively enhanced employees' environmental awareness and operational skills, providing strong assurance for the standardized management of hazardous waste.

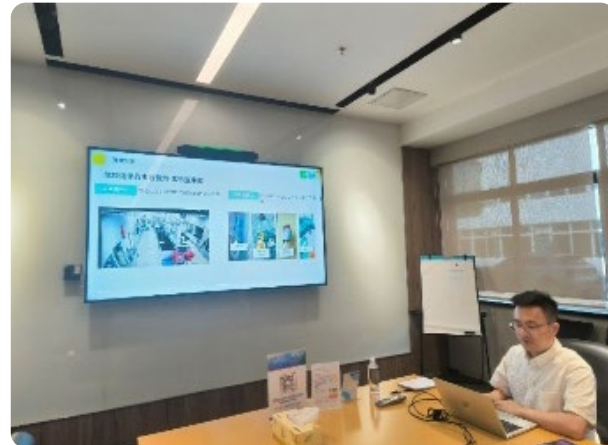


Waste Management Training Session

CASE

Shanghai Waigaoqiao Site: Training on Storage and Use of Hazardous Chemicals

In September 2025, the Shanghai Waigaoqiao Site organized a specialized training program on the storage and use of hazardous chemicals, aimed at further enhancing the enterprise's safety production management capabilities. The training was primarily conducted offline, with online learning channels also made available. The content covered standardized storage and rational use of hazardous chemicals, effectively ensuring the safe and orderly progress of research activities while significantly improving employees' professional competence and compliance awareness regarding the use of hazardous chemicals.



Hazardous Chemical Management Training Session

Further, the Company promoted energy conservation and emission reduction concepts as well as energy consumption management methods through the regular issuance of EHS Newsletters across multiple dimensions. This initiative not only disseminated practical resource-saving techniques but also effectively facilitated the implementation of environmental responsibilities by all employees in their daily work.



EHS Newsletter

Management of Hazardous Chemicals

BioDuro has established a management system covering the entire lifecycle of hazardous chemicals. Strict compliance with management requirements is enforced across procurement, usage, storage, and disposal stages to ensure all operations are conducted in accordance with prescribed standards. Relying on management policies such as the *Hazardous Chemical Safety Management Procedures* and the *Hazards and Controls of Common High-Risk Chemicals in Chemical Synthesis Experiments*, the Company implements rigorous control over critical lifecycle aspects including account verification, on-site transportation, and storage compliance of hazardous chemicals, thereby effectively mitigating potential environmental impacts. The Company attaches great importance to risks associated with exposure to hazardous substances. Measures such as conducting tiered risk assessments for harmful gases in laboratories, strengthening management of ventilation and protective facilities, and standardizing the use of personal protective equipment have been implemented to reduce employee exposure risks. Moreover, specific disposal plans have been formulated for various categories of hazardous waste to ensure compliant handling in accordance with regulatory requirements. Continuous optimization of management processes and operational standards is pursued to steadily enhance the level of chemical safety management.

In addition to daily management, the Company has simultaneously advanced emergency response capabilities to enhance the level of emergency disposal for sudden environmental incidents. During the reporting period, all R&D and production centers of BioDuro actively carried out environmental emergency drills. The drills focused on on-site disposal of typical scenarios such as hazardous waste leaks. Through practical training, employees' risk prevention awareness and emergency rescue capabilities were effectively strengthened.

CASE

Bengbu Site: Emergency Drill for Hazardous Chemical Leakage

In March 2025, the Bengbu Site organized a hazardous chemical spill emergency drill to test and evaluate warehouse supervisors' emergency response capabilities in the event of hazardous waste spills, and to further improve and revise the emergency plan. Through coordinated efforts between the Manufacturing department and the EHS department, the Bengbu Site promptly activated the emergency response procedure, timely used sand and neutralizing agents to adsorb and render harmless the spilled hazardous waste, and successfully completed the accident response drill.

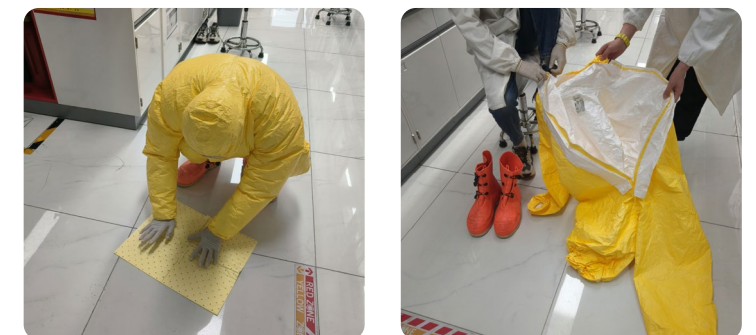


Emergency Drill for Hazardous Chemical Leakage

CASE

Beijing Site: On-site Emergency Response Drill

In April 2025, the Beijing Site conducted an on-site emergency response drill for hazardous chemical leaks. During the drill, laboratory technicians and EHS department staff responded promptly, donned personal protective equipment including chemical-resistant suits and boots, and used absorbent pads to treat "leakage" reagents and dispose of them properly. Following the drill, the laboratory team leader conducted a review and summary of the emergency response exercise, effectively enhancing the laboratory's emergency response capabilities.



On-site Emergency Response Drill

CASE

Shanghai Waigaoqiao Site: Environmental Emergency Drill for Hazardous Chemical Leakage

In June 2025, the Shanghai Waigaoqiao Site launched an environmental emergency drill for hazardous chemical leaks. Through coordinated efforts between the EHS department and hazardous waste disposal personnel, the corresponding emergency procedures were promptly activated to address the unexpected situation in a timely manner, effectively enhancing the emergency response capabilities of employees responsible for hazardous waste transfer and collection.



Environmental Emergency Drill for Hazardous Chemical Leakage

CASE

Jiangsu Site: Emergency Drill for Disposal of Hazardous Chemical Leakage

In June 2025, the Jiangsu Site organized a drill of the emergency response plan for hazardous chemical leakage incidents. During the drill, security personnel promptly secured the site and orderly evacuated the crowd. EHS personnel collaborated with the warehouse supervisor to conduct emergency handling, effectively preventing the spread of leaked liquids by using absorbent pads and hazardous waste collection bags, and properly disposing of the hazardous waste. All departments fulfilled their respective responsibilities according to the plan and completed all drill tasks in an orderly manner. Following the drill, participants conducted a comprehensive review, proposed improvement measures addressing identified issues, and further refined the emergency response mechanism.



Emergency Drill for Disposal of Hazardous Chemical Leakage

CASE

Hebei Site: Emergency Drill for Sudden Environmental Incidents

In November 2025, the Hebei Site conducted a sudden emergency drill for hazardous waste leakage and fire. During the drill, the response personnel properly handled the leaked hazardous waste reagents while focusing on verifying the simulated accident's impact on soil, water bodies, and atmospheric environments. A comprehensive assessment was conducted regarding the pollution pathways, severity of harm, and surrounding environmental conditions, effectively enhancing capabilities in environmental risk analysis and emergency response.



Emergency Drill for Sudden Environmental Incidents

Green Operations

To deepen green operations, BioDuro integrates environmental protection responsibilities into every stage of research and development as well as operations. Relying on a comprehensive pollutant management policy, the Company focuses on improving process routes, upgrading production process controls, and enhancing end-of-pipe treatment efficiency to continuously elevate pollutant control levels, effectively implement clean production, and achieve sustainable and green development for the Company.

Water Resource Management

BioDuro strictly complies with laws and regulations such as 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*, and is committed to improving water resource utilization efficiency and continuously optimizing water resource management effectiveness. In laboratory operations, the Company implements circulating cooling water technology; circulating water is used for cooling in the condenser temperature reduction process, thereby reducing tap water consumption. In 2025, the Shanghai Zhangjiang Site undertook a renovation of rooftop water pumps and tanks. Through optimization measures such as the installation of ball valves, approximately 2,000 m³ of water were saved per month.

CASE

Integrated Sewage Treatment Unit

The Company's plant continues to operate the integrated sewage treatment equipment. This equipment centrally collects wastewater from post-experiment cleaning of laboratory glassware, cleaning wastewater from R&D equipment, and wastewater from exhaust gas scrubbers. It employs a combined process of "adjustment + coagulation + flocculation + AO biological treatment + RO system" for cyclic treatment, returning the treated water to the exhaust gas scrubbing process to achieve closed-loop water resource management. The equipment has a daily treatment capacity of 3 tonnes and can return 18.5 tonnes of clear water annually.



Integrated Sewage Treatment Unit

Waste and Emission Management

The Company strictly complies with the legal and regulatory requirements of the operating locations, including but not limited to 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*. The Company fully implements the pollutant discharge permit system, adheres to the principle of discharging pollutants only with a valid permit, and ensures that both the concentration and total volume of all types of pollutants remain stably below the limits approved in the permits.

To continuously enhance environmental management performance, the Company has established a scientific and comprehensive environmental management policy system. Specific policies have been formulated, including the *Environmental Protection Management Regulations*, the *Waste Management Regulations*, the *Hazardous Waste Emergency Plan Management Procedure*, the *Wastewater Management Regulations*, the *Exhaust Gas Management Regulations*, and the *Noise Management Regulations*, thereby achieving standardized and regulated management of emissions from all types of pollutants throughout the entire process. Furthermore, the Company implements full-lifecycle closed-loop control over the generation, storage, and disposal of hazardous waste, strictly fulfills compliance obligations for proper disposal, ensures that all environmental management measures are effectively implemented, and guarantees the green and safe operation of the Company.

Waste Management

BioDuro has commissioned a qualified third-party agency to conduct specialized EHS audits of its suppliers, with a primary focus on assessing their management capabilities regarding all categories of hazardous waste. The audit dimensions encompass the overall EHS compliance status of the supplier's facilities, organizational structure, daily management practices, and processing and disposal methods. Through comprehensive evaluation, it is ensured that hazardous waste is disposed of safely and properly.

The Company's non-hazardous waste primarily consists of general industrial solid waste and office and domestic waste. The Company strictly implements relevant national regulatory requirements and comprehensively advances waste classification management. For general industrial solid waste, the Company establishes dedicated facilities for standardized zoning and storage; for office and domestic waste, the Company strictly enforces classified disposal and collection procedures. All non-hazardous waste is legally entrusted to qualified professional institutions for compliant disposal, ensuring traceability of its destination.

Regarding hazardous waste generated during research and development operations, the Company uniformly entrusts qualified third-party institutions for professional disposal. To effectively control environmental risks, the Company requires that the final disposal location of the waste be explicitly stipulated in relevant contracts and transfer manifests, thereby strictly restricting cross-border transfers. Hazardous waste is stored by category in dedicated temporary storage rooms, with strict implementation of protective measures against dispersion, runoff, seepage, and rainwater ingress, alongside regular maintenance inspections. Storage containers and areas are equipped with prominent warning signs and standardized labels in accordance with regulatory requirements to minimize environmental pollution risks during disposal. In addition, hazardous waste contained in office waste is collected separately and entrusted to qualified professional organizations for disposal.

Waste Reduction

BioDuro effectively reduced waste generation during operations through diversified measures, including material recycling and regeneration, resource recovery, technological upgrades, and process optimization.

CASE

Recycling and Reuse of Empty Chemical Solvent Drums

In 2025, BioDuro actively implemented green operation principles by initiating measures to recycle chemical solvent empty drums at Shanghai Waigaoqiao Site. The Company collaborated with solvent suppliers to facilitate the recycling and circular reuse of these empty drums. In 2025, the solvent drum recycling and reuse rate at the Shanghai Waigaoqiao Site has exceeded 90%, effectively reducing resource waste and the generation of waste.

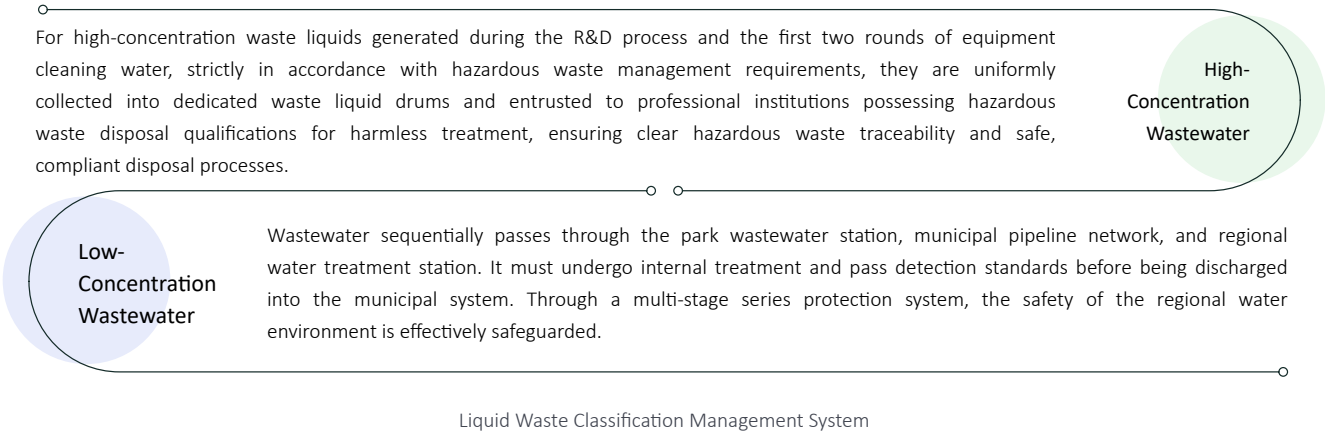
CASE

Reduction in Activated Carbon Consumption

In 2025, the Beijing Site conducted a testing and evaluation of the waste gas adsorption scheme and implemented optimizations. While ensuring excellent adsorption performance, the activated carbon specifications were adjusted from 10×10×10 cm to 10×10×5 cm, resulting in an immediate 50% reduction in usage. This measure effectively reduced both the consumption and disposal volume of activated carbon, achieving synergistic savings in raw material consumption.

Management of Wastewater Discharge

At the BioDuro R&D centers, multiple measures have been implemented to continuously advance wastewater pollution prevention and emission reduction. The Company has established a comprehensive liquid waste classification management system, implementing differentiated disposal strategies based on the concentration and physicochemical properties of the effluents. During the biochemical treatment stage, industrial-grade glucose, flour, and other nutrient solutions are scientifically dosed to effectively cultivate and maintain the activity of activated sludge microorganisms, significantly enhancing the degradation efficiency of total organic carbon. All wastewater must meet regulatory standards before being discharged in compliance with regulations. Furthermore, the Company strictly implements quarterly monitoring plans, conducting regular testing of key water quality indicators at wastewater discharge outlets, issuing test reports for all instances to ensure that wastewater is consistently and stably discharged in compliance with standards.



Liquid Waste Classification Management System

Management of Waste Gas Emissions

BioDuro continuously strengthens waste gas emission management through diversified measures to ensure full compliance with waste gas treatment regulations. We conduct rigorous daily inspections of waste gas treatment equipment to guarantee the stable and uninterrupted operation of pollution prevention systems around the clock, and regularly replace activated carbon materials within VOCs adsorption devices. We also strictly standardize cleaning protocols for laboratory glassware and control the opening height of fume hoods during use, thereby reducing the accumulation and fugitive emissions of volatile organic compounds while improving exhaust extraction efficiency to ensure compliant waste gas discharge. Furthermore, the Company conducts regular environmental testing and waste gas monitoring, performing detailed measurements of air pollutants including dichloromethane, toluene, methanol, hydrogen chloride, and total non-methane hydrocarbons.

Noise and Odor Management

The Company strictly adheres to the regulatory requirements stipulated in its discharge permit. It regularly commissions qualified third-party professional agencies to monitor boundary noise, issuing standardized monitoring reports on a quarterly basis. In addition, the Company places high importance on the refined control of odors and malodorous substances, effectively safeguarding air quality within the workplace and surrounding areas, and actively fostering a healthy, comfortable, and green environment for employees and the community.

CASE

Shanghai Zhangjiang Site: Installation of soundproofing enclosure

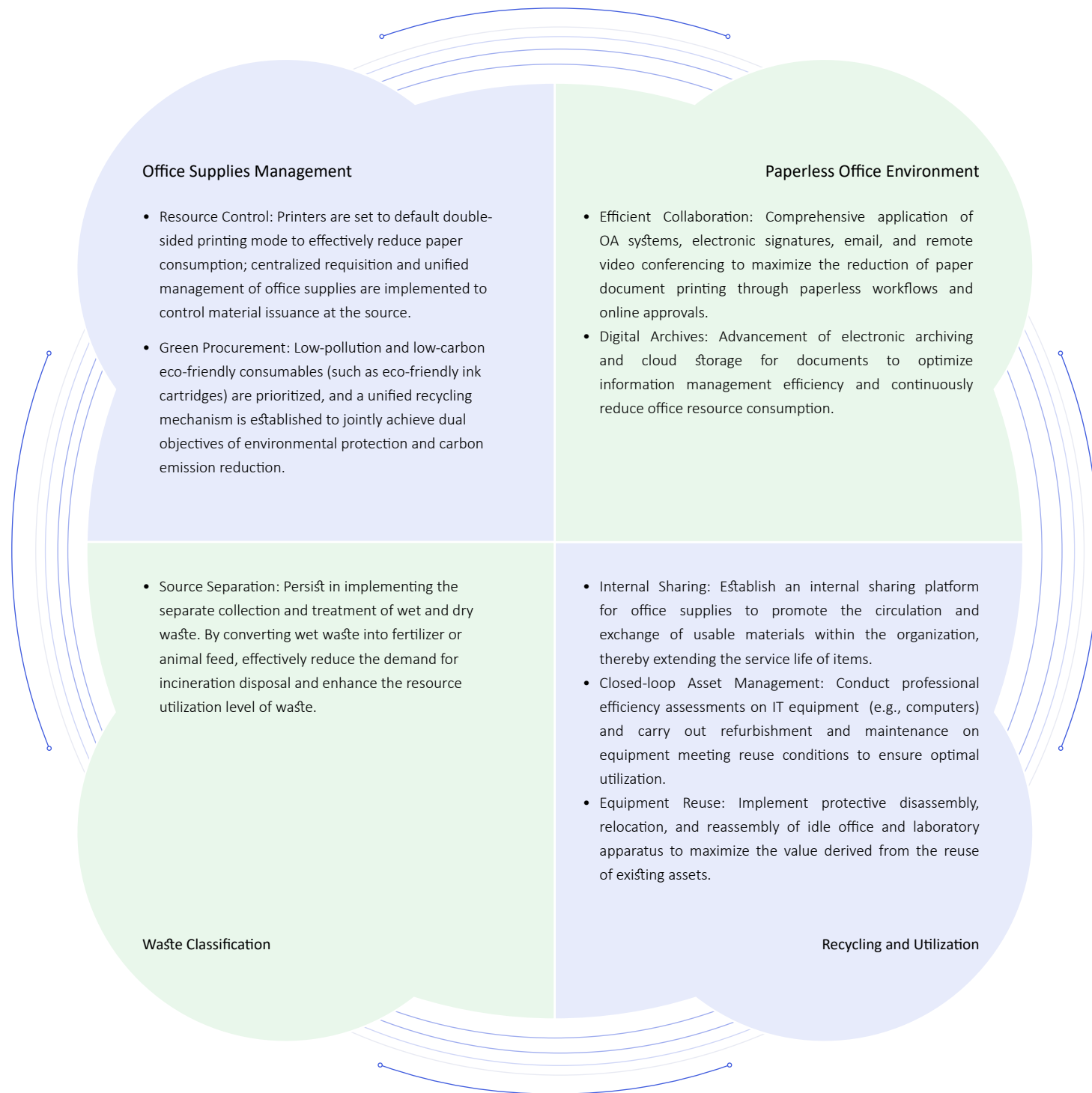
In early 2025, the Shanghai Zhangjiang Site addressed the issue of excessive noise from exhaust ventilation facilities in some laboratories of newly relocated projects by installing soundproof enclosures, effectively reducing noise pollution within the park.



Soundproof Enclosure and Noise Reduction Effect

Promoting Green Office Practices

Aligned with the concept of green office operations, BioDuro has deeply implemented energy conservation, consumption reduction, and resource recycling practices within its office premises. By optimizing office resource allocation and enhancing material reuse rates, we have effectively reduced resource consumption and greenhouse gas emissions in daily operations, achieving the goal of waste minimization.



Addressing Climate Change

In response to global climate challenges, BioDuro has integrated climate risk management into its daily operations and management mechanisms. By deploying advanced energy-saving and emission-reduction technologies, optimizing the overall energy structure, and actively exploring applications of renewable energy, the Company systematically reduces greenhouse gas emissions. Further, the Company advocates for value chain collaboration, establishing close green cooperation mechanisms with partners such as suppliers to jointly promote the construction of a low-carbon supply chain. Through concrete actions, the Company builds a green and low-carbon ecosystem together, working hand in hand to address the shared challenges posed by climate change.

Climate Action Initiatives

Target Setting

Based on our signed commitment to the Science Based Targets initiative (SBTi), BioDuro's Shanghai Waigaoqiao Site continues to review and verify its own operational and value chain greenhouse gas emission data. The Shanghai Waigaoqiao Site has strictly formulated a commitment to greenhouse gas emission reduction targets in accordance with SBTi standards, established a clear pathway for continuous carbon emission reductions, and is actively exploring diversified deep decarbonization solutions.

SBTi Targets⁵:

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

BioDuro has established an annual greenhouse gas accounting mechanism that comprehensively covers emission and energy consumption data across all its R&D and production centers. Through continuous monitoring of progress in greenhouse gas reduction initiatives, the Company assesses and confirms recent progress toward achieving SBTi targets. The Company specifically conducted a dedicated greenhouse gas inventory for the Shanghai Waigaoqiao Site to ensure the comprehensiveness and accuracy of the inventory. Building on this foundation and integrating future business plans, we scientifically forecast medium- to long-term carbon emission trends, providing critical data support for formulating reasonable decarbonization pathways and effectively tracking target achievement.

⁵ These SBTi targets cover the BioDuro Shanghai Waigaoqiao Site.

Value Chain Decarbonization

The Company drives decarbonization practices across the value chain through deepened multi-party collaboration with stakeholders, including employees, suppliers, and customers. Environmental performance is comprehensively integrated into the supplier onboarding and evaluation framework, adhering to the "green-first" procurement strategy to foster synergistic improvements in environmental performance throughout the supply chain. Concurrently, we actively promote green office practices and a low-carbon culture; through incentive mechanisms, we guide employees to adopt green commuting options, embedding the concept of low-carbon living into daily operations to jointly build a green and sustainable operational ecosystem.

Green Chemistry

We advocate the adoption of green chemistry processes to provide our global customers with solutions featuring "green synthesis + low residue + low carbon footprint". Regarding policies, we have specified in the *Green Solvent Substitution and Usage Management SOP* the list of green solvents, substitution ratios, recycling procedures, and quality standards. In the *Biocatalytic Reaction Process SOP*, we have standardized enzyme catalyst selection, reaction parameter control, post-treatment, and purification operations. These measures guide the extensive use of environmentally friendly or biodegradable bio-based input materials, thereby reducing the generation of by-products and waste. Regarding procurement, we mandate the purchase of green solvents, biocatalysts, and bio-based auxiliaries, and require suppliers to provide test reports on bio-based content to verify the environmental quality and qualifications of the materials.

Energy Management

BioDuro strictly complies with applicable laws and regulations in its operating jurisdictions, including the *Energy Conservation Law of the People's Republic of China*. The Company has systematically established and operates an energy management system, supported by routine company-wide energy conservation awareness campaigns and green initiatives to ensure compliance and efficiency in energy management.

Under this framework, engineering departments at all R&D and production sites conduct energy audits, collect energy consumption data, dynamically evaluate the effectiveness of implemented energy-saving measures, and actively explore innovative energy management models to steadily advance the achievement of carbon reduction targets. In addition, the Company treats refined control of energy consumption as a core lever for greenhouse gas emission reduction. Through multiple pathways such as technological iteration, equipment retrofitting, and process optimization, the Company continuously improves energy utilization efficiency.

IT Infrastructure

Promote server virtualization technology and upgrade to hyper-converged infrastructure deployment to reduce physical hardware requirements at the source; meanwhile, through standardized daily equipment maintenance and rational allocation of server resources, effectively extend the service life of IT equipment, thereby reducing electronic waste generation and operational energy consumption.

Lighting System

Promote the adoption of LED green lighting and automatic sensing systems, combined with lighting control in public areas during non-working hours. Energy consumption shall be reduced through coordinated equipment upgrades and behavioral management.

HVAC Systems

During the renovation and design phases of new projects, comprehensively integrate high-energy-efficiency facilities such as LED lighting and variable-frequency HVAC systems, and customize air conditioning equipment selection based on specific site requirements to optimize overall energy consumption configuration. In daily operations, establish scientific standards for air conditioning temperature control and operating hours, leverage Building Management Systems (BMS) and remote real-time monitoring to dynamically adjust heating and cooling parameters, prevent equipment from operating at full load for extended periods, implement energy-saving temperature controls in special scenarios such as renovation sites, and adopt multiple measures to reduce energy consumption for HVAC and lighting.

Equipment Upgrades and Resource Optimization

Upgrade the frequency converters of the exhaust gas treatment system to an intelligent control system. Establish a real-time linkage mechanism with laboratory extraction fans to achieve energy-efficient operation by intelligently regulating air volume.

Climate Change Emergency Response

BioDuro attaches great importance to the potential impacts of climate change and is committed to building a comprehensive climate risk governance system to enhance operational resilience. The Company has established a *Business Continuity Plan*, which provides standardized emergency response and business recovery solutions for effectively addressing sudden events such as climate change, ensuring rapid response and smooth business transition under various extreme conditions. Moreover, in the emergency plan for sudden environmental incidents, we conducted risk assessments on various natural disasters, extreme weather, and adverse meteorological conditions and formulated corresponding control measures, thereby strengthening the Company's preventive capabilities against climate-related environmental risks. In addition, the Company regularly organizes multi-scenario emergency plan drills to effectively verify and continuously optimize the operational efficiency of the emergency response mechanism, aiming to comprehensively improve employees' crisis response, safety prevention, and collaborative execution capabilities during sudden and extreme events.

CASE

Shanghai Waigaoqiao Site: Climate Change Emergency Drill

In July 2025, the Shanghai Waigaoqiao Site organized a typhoon and flood control emergency drill to effectively respond to extreme weather conditions such as summer typhoons and heavy rainfall. During the drill, multiple departments fulfilled their respective responsibilities in an orderly manner, successfully completing emergency tasks including early warning issuance, patrols, and rescue operations, thereby effectively validating the feasibility of the site's extreme weather emergency response mechanism. Following the drill, the site implemented targeted enhancements to address climate response vulnerabilities identified during the exercise, substantially improving its capacity to prevent natural disasters and safeguarding the safety of the site's facilities and personnel.

The Company closely monitors the potential impacts of climate change on personnel safety and corporate operations, having established a normalized risk early-warning and communication mechanism. Aligning with seasonal characteristics and meteorological dynamics, we precisely disseminate specialized safety guidelines, covering typhoon and rainstorm flood control warnings, anti-static precautions for laboratories in autumn and winter, and briefings on extreme weather defense. These measures effectively strengthen the safety barrier for employees' personal well-being and comprehensively enhance all staff's awareness of climate risks and emergency evacuation capabilities.



04

People-Centered Care for Shared Growth

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BioDuro adheres to a people-oriented philosophy, continuously refining our talent development system, effectively safeguarding employee rights and occupational health and safety, and committing to fostering a fair, inclusive, and safe working environment. Meanwhile, we actively participate in industry co-construction and community development, working hand-in-hand with employees, partners, and all sectors of society to share the fruits of development and create sustainable value together.



This section responds to UN SDGs:

Talent Attraction

BioDuro continuously standardizes talent recruitment and employment management, attracting diverse talent through an open and transparent selection mechanism, and protects employees' legal rights in accordance with the law. The Company adheres to equal opportunity, opposes discrimination and unfair treatment, and integrates the concepts of diversity, equality, and inclusion throughout the entire process of employee management.

Talent Recruitment

BioDuro strictly adheres to the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Civil Code of the People's Republic of China*, and other relevant laws and regulations. We integrate legal employment practices and the respect for human rights throughout our entire human resources management process, and we continuously improve our employment management mechanisms through internal policies such as the *Recruitment Management Regulations*.

BioDuro incorporates the requirements of equal opportunity and diversity and inclusion into the entire talent recruitment process, continuously optimizing stages such as job posting, candidate screening, interview evaluation, and hiring decision-making. We establish objective and unified evaluation dimensions based on job responsibilities to comprehensively assess candidates' professional qualifications, performance capabilities, and job fit. This minimizes the impact of factors unrelated to job requirements on selection results, ensuring that all types of talent can participate in recruitment on an equal footing and fully demonstrate their abilities.

BioDuro conducts regular organizational and talent reviews in line with business planning, comprehensively assessing staffing levels, position allocation, and key talent reserves, and formulates corresponding talent acquisition and allocation plans accordingly. We coordinate channels including campus recruitment, social recruitment, and internal job mobility to continuously attract talent with professional capabilities and growth potential, promoting effective alignment between talent and positions to provide personnel support for robust business operations and long-term organizational development.

Campus Recruitment

BioDuro continuously advances its campus recruitment efforts, targeting fresh graduates from key universities based on the professional directions and position requirements needed for business development. Through platforms for campus recruitment, online career presentations, and academic cooperation, the Company strengthens its connection with young talent. Furthermore, we continuously optimize processes such as resume screening, interview communication, and hiring coordination to enhance recruitment efficiency and candidate experience. This initiative provides career development opportunities for outstanding graduates while injecting continuous momentum into the Company's talent pipeline construction.

BioDuro regards social recruitment as an essential channel for supplementing professional expertise and optimizing our talent structure. In alignment with business growth and position requirements, we continuously attract talent with professional capabilities and practical experience from the external talent market. By utilizing diversified recruitment channels to broaden our talent reach, the Company evaluates candidates' professional proficiency, overall aptitude, and development potential based on specific job responsibilities. Supported by comprehensive compensation and benefits, growth mechanisms, and training resources, we assist newly recruited talent in integrating into the organization and leveraging their expertise, thereby achieving the mutual promotion of individual growth and Company development.

Social Recruitment

Labor Rights

BioDuro continuously strengthens the protection of labor rights. In 2025, we updated our *Labor and Human Rights Policy* to further clarify the Company's position and principles regarding the respect for and protection of basic labor rights. Simultaneously, the Company standardizes labor relations and the management of employee rights through internal management documents such as the *Employee Handbook* and the *Employee Consultation and Governance System*.

BioDuro strictly verifies candidates' identity and age information during the recruitment and hiring process, preventing individuals who do not meet the legal employment age requirements from entering the recruitment process at the source. During the reporting period, the Company had no incidents of child labor.

BioDuro strictly complies with relevant labor and employment laws and regulations and firmly prohibits any form of forced labor. The Company guarantees employees' rights to rest and leave in accordance with the law by standardizing working hours management, attendance management, and leave arrangements. During the reporting period, the Company had no incidents of forced labor.

Overtime Compensation

BioDuro prioritizes compensating overtime through equal time off, allowing employees to apply for compensatory leave on working days.

Overtime Pay

In cases where compensatory leave cannot be arranged, employees may apply for overtime pay. Overtime on working days is calculated at 1.5 times the hourly wage, 2 times for weekends, and 3 times for statutory holidays.

Overtime Compensation Mechanism

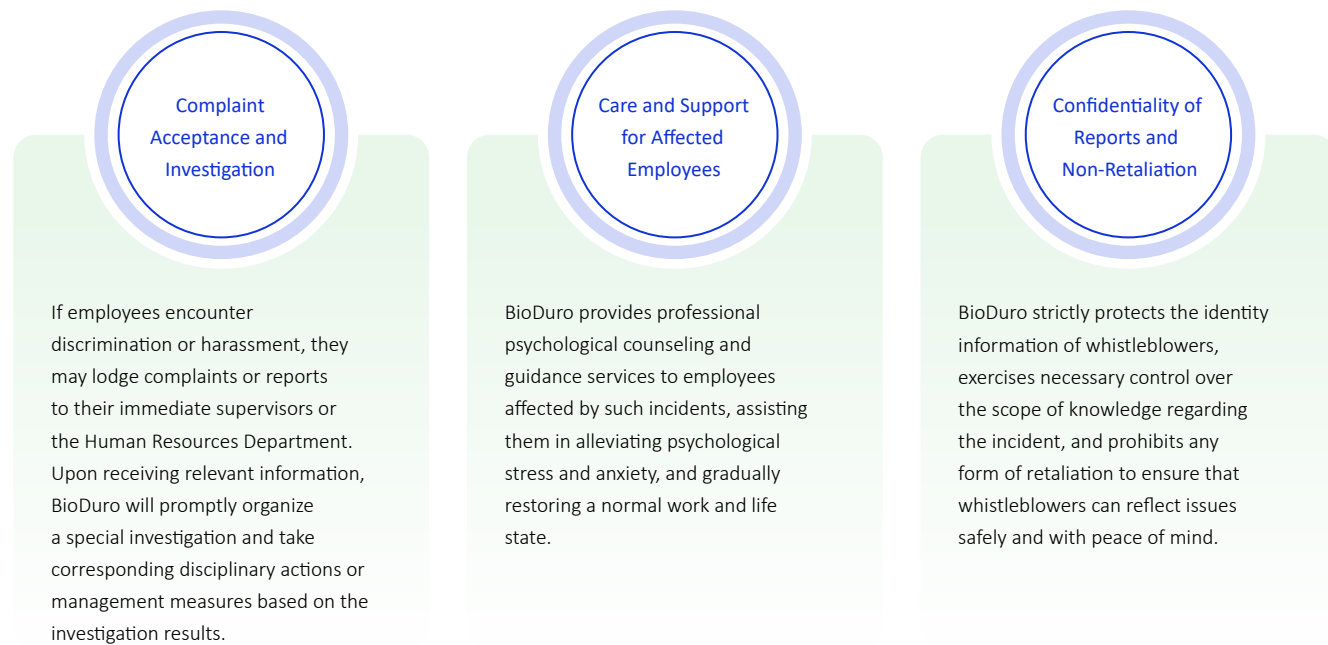
BioDuro safeguards employees' rights to participate in democratic consultation and express their concerns in accordance with the law, and has established a communication mechanism between employees and management through the Workers' Congress. Currently, all of the Company's R&D and production centers have achieved coverage by employee representatives. Important matters concerning employees' vital interests, such as compensation, benefits, and labor protection, are submitted to the Workers' Congress for deliberation and voting in accordance with regulations, effectively safeguarding employees' legitimate rights and interests.



Diversity, Equity, and Inclusion

BioDuro continuously refines its diversity and inclusion management mechanisms, integrating the principle of fairness into recruitment, compensation and benefits, training and development, and career advancement to provide equal participation opportunities and development space for employees from different backgrounds. The Company insists on using job requirements, professional capabilities, and work performance as the basis for talent evaluation, ensuring that employees can participate in promotions and receive awards and recognition fairly.

To further standardize anti-discrimination and anti-harassment management, we have established the *Anti-Discrimination and Anti-Harassment Operational Management Guidelines*, which strictly prohibits any discrimination, unfair treatment, or harassment against employees or job applicants based on factors such as race, skin color, social class, nationality, ethnicity, region, religious belief, gender, sexual orientation, marital status, or physical disability. The Company continuously promotes the effective implementation of relevant policies and actively fosters a fair, respectful, and friendly work environment.



Labor Rights Protection Practices

To enhance the effectiveness of management requirement implementation, BioDuro conducts specialized training on diversity, equality, and inclusion for the human resources team, strengthening their compliance awareness and practical capabilities. Simultaneously, the Company incorporates anti-discrimination and anti-harassment content into new employee orientation, systematically introducing management requirements, reporting and handling procedures, and accountability for violations. This guides employees in clarifying behavioral norms and jointly maintaining a workplace environment of mutual respect.

BioDuro actively promotes the development of an inclusive workplace and pays close attention to employees' accessibility and comfort. The Company provides accessible entrance ramps and elevators for employees with disabilities or limited mobility, continuously improving the accessibility and convenience of workplace facilities.

BioDuro pays close attention to the practical needs of female employees at different career and life stages, continuously refining more compassionate care and support measures. The Company provides lactation rooms and, in consideration of the physical conditions of pregnant employees and the characteristics of their positions, offers necessary adjustments to work arrangements to help them better balance work and family. We continuously optimize workplace facilities and employee care initiatives, striving to create a secure, friendly, and respectful working environment for female employees to support the realization of their professional aspirations.

Talent Development

BioDuro continuously optimizes management initiatives such as learning and training, career development, performance evaluation, and incentive recognition, centering on employees' growth needs. These efforts help employees enhance their professional competence and clarify their development paths, creating favorable conditions for the sustained growth of talent.

Employee Training

BioDuro incorporates employee learning and capability building into its talent management priorities. This year, the Company updated the *Training Management Policy* to optimize management requirements for training needs identification, project implementation, and outcome assessment. By allocating learning resources in alignment with operational plans and position-specific capability requirements, we continuously improve course design and training methods to enhance employees' professional skills and job competency.

This year, BioDuro further optimized its company-wide training system. Focusing on four key modules—new employee development, general skills, professional capabilities, and leadership—we set training content tailored to different positions and career stages. Through a combination of the DingTalk Cloud Classroom platform and offline sessions, we ensure that employees have equal access to learning resources. Building on this foundation, we have implemented Individual Development Plans (IDP) to provide targeted development opportunities for core talent.

New Employee Training

- Social Recruitment New Employee Orientation Training System
- Campus Recruitment Trainee Development System

General Skills Training

- Business English Training
- EHS Specialized Training
- Business Ethics and Compliance Training
- Intellectual Property Training
- Training on Other Management Policies and Regulations of the Company

Professional Training

- Chemical Synthesis Position Professional Skills Training System
- Chemical Analysis Position Professional Skills Training
- Database Training

Leadership Training

- Performance Management Training
- Project Management Training

BioDuro Employee Training System

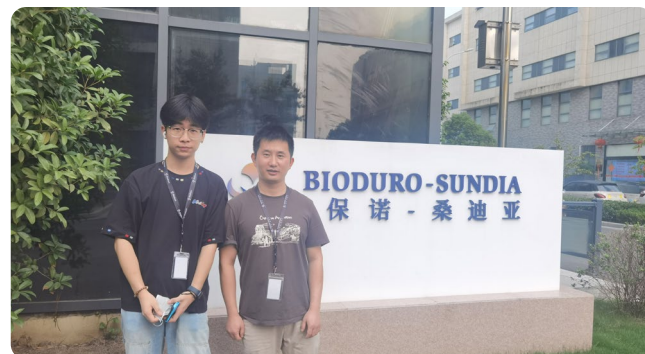


BioDuro continuously refines its development system for fresh graduates. By focusing on key stages such as orientation and integration, job adaptation, professional capability enhancement, and periodic assessment, we have established a phased and progressive training arrangement. Through methods such as centralized training, on-the-job skill learning, mentoring, and performance evaluation and incentives, the Company helps fresh graduates accelerate their transition from campus to the workplace.

General Training	Technical Training	Evaluation and Recognition
Conduct centralized series of training courses for new employees and arrange face-to-face communication with senior executives to help fresh graduates gain an in-depth understanding of corporate culture and business development.	Carry out phased on-the-job professional skills training within three months of onboarding to help fresh graduates improve their job competency and work efficiency.	Conduct periodic evaluations after three months of onboarding and provide honorary recognition and corresponding incentives to outstanding trainees.

BioDuro Fresh Graduate Development System

In addition, BioDuro implements a mentoring program, selecting experienced and high-performing employees within departments to serve as mentors. They provide job guidance and practical support within the first three months of onboarding, helping fresh graduates become familiar with work requirements more quickly and enhancing their job competency.



BioDuro New Employee Mentoring Program

BioDuro continues to enhance its support system for employee learning and development. Through partnerships with external universities and professional institutions, including China Three Gorges University, the Company provides employees with support for continuing education and academic advancement, helping them further consolidate their professional knowledge, broaden their perspectives, and enhance their overall capabilities beyond their day-to-day work.

BioDuro continuously conducts diversified training tailored to business needs and employee development stages to enhance employees' professional capabilities and job competency. For key talent, the Company identifies development needs through organizational and talent reviews and provides differentiated learning support, further enhancing the relevance and effectiveness of our development initiatives.

CASE

BioDuro Fresh Graduate Orientation Ceremony and General Employee Training

On July 1, 2025, BioDuro held an exclusive orientation ceremony for fresh graduates, conducted in conjunction with general training for new employees. The event utilized an online format linking four locations, featuring an opening address by the President of the Chemistry Division. Meanwhile, at each R&D and production center, the head of business welcomed the new employees in person and organized ice-breaking activities, contract signing, and onboarding training, helping the fresh graduates understand the Company and integrate into their teams more quickly.



BioDuro Fresh Graduate Orientation Ceremony and General Employee Training

CASE

Introduction to Reaxys Database Functions and Practical Exchange

In 2025, BioDuro conducted AI application training on the Reaxys database for R&D personnel, focusing on AI retrosynthesis design and natural language retrieval functions, while also covering content such as patent retrieval and Markush structure analysis. This training helps R&D personnel improve their efficiency in synthetic route design, scientific research information acquisition, and patent analysis, providing support for drug R&D innovation.

Reaxys数据库
功能介绍和交流



Advancing human progress together

Reaxys Database Thematic Training

CASE Business English Proficiency Enhancement Training

From May to September 2025, BioDuro utilized AI digital human technology to conduct Phase I Business English training. Focusing on scenarios such as client reception, meeting communication, complaint handling, and cross-cultural business etiquette, the Company launched three video courses along with supporting learning materials. The project attracted a total of 1,290 participants, with 833 individuals completing the courses and achieving a satisfaction score of 4.84 points, effectively enhancing training coverage efficiency and employees' international business communication capabilities.

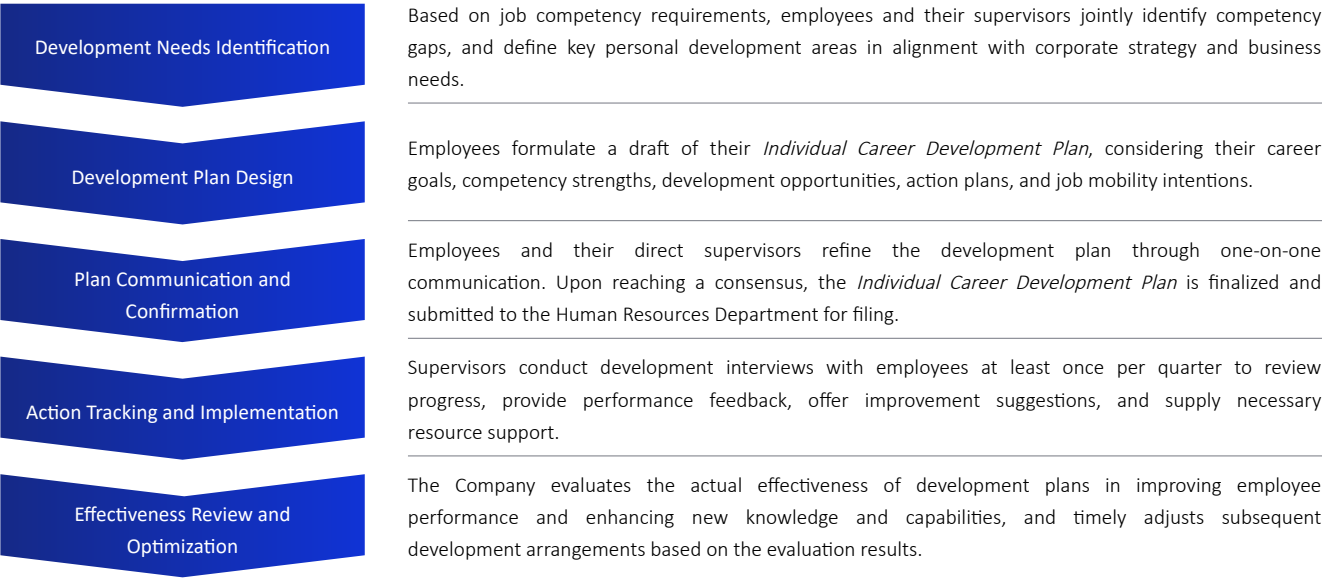


Business English Thematic Training

Individual Development Plan

BioDuro promotes the formulation of individual development plans in accordance with the *Individual Development Plan Implementation Guidelines*, aligning organizational development needs with employees' personal growth aspirations. This clarifies phased capability enhancement priorities and action arrangements, providing guidance for employees to continuously expand their career development space.

In practical development, the Company adopts the "70-20-10" learning and development model. We prioritize job tasks and practical experience as the primary means of capability accumulation, promote knowledge sharing through mentor guidance, experience exchange, and collaborative learning, and supplement these with professional courses and systematic training to strengthen theoretical foundations. Through the synergistic application of various development methods, the Company drives employees to translate learning outcomes into actual performance capabilities.

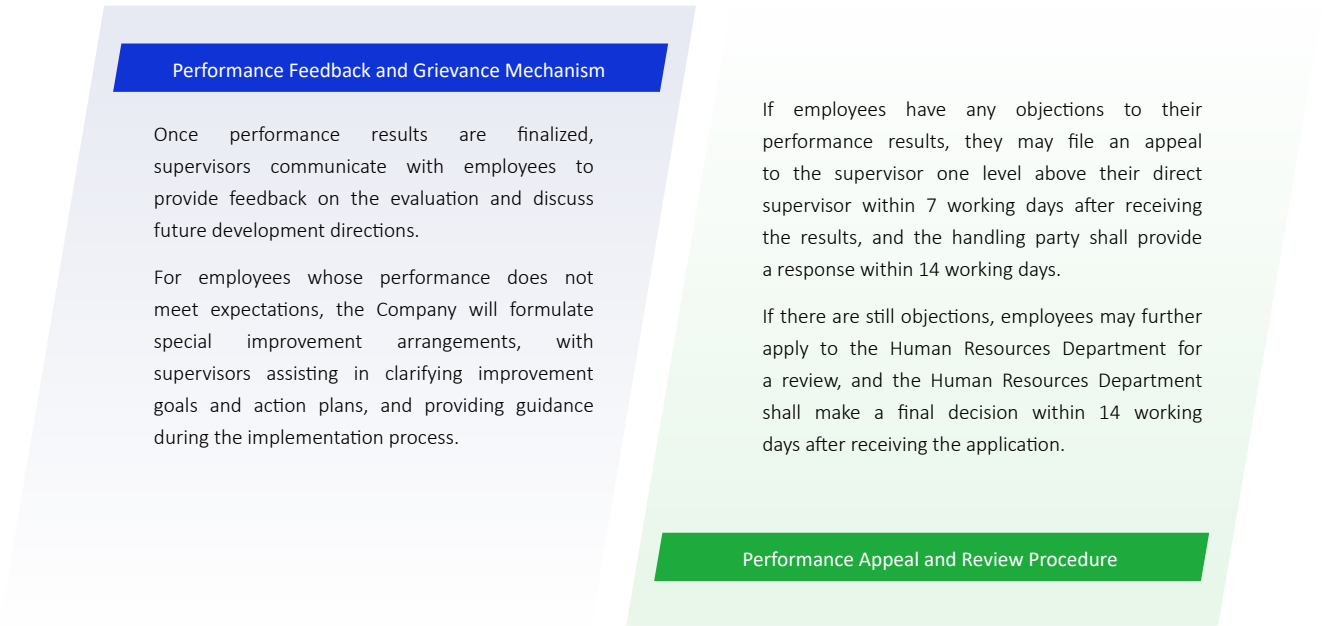


Individual Career Development Management Process

Performance Appraisal

BioDuro follows the *Employee Incentive Plan* and other related policies to standardize the management of performance evaluations, incentives, recognition, and promotion. By taking into account employees' contributions, job performance, and development potential, the Company provides growth opportunities for high-performing talent.

BioDuro implements annual company-wide performance management in accordance with the *Performance Management Policy*. The Company cascades its strategic requirements down to team and individual goals, while comprehensively assessing financial performance, work outcomes, EHS responsibilities, and the practice of corporate values. Performance evaluation results are classified according to established standards and serve as a key basis for compensation adjustments, promotions, awards, and the identification of training needs.



Performance Feedback and Grievance Mechanism

Promotion Mechanism

BioDuro has constructed a career development system for employees that combines vertical promotion with horizontal mobility. In accordance with the *Employee Promotion Management System*, the Company conducts periodic talent reviews, comprehensively assessing employees' qualifications, work performance, and development potential, and identifies candidates for promotion through either fast-track or standard review mechanisms. In August 2025, the Company conducted an annual talent review for two core business departments to systematically understand the current status and development needs of the talent pool, thereby providing a reference for subsequent talent development arrangements. Meanwhile, supported by the *Internal Transfer Management Measures*, the Company provides employees with opportunities for job mobility, encouraging them to broaden their development paths based on their professional strengths and career aspirations, which facilitates the rational allocation of talent.



Employee Care

BioDuro consistently focuses on employees' work experiences and practical needs, actively fostering a respectful, friendly, and dynamic work atmosphere through the improvement of benefit protections, the enrichment of cultural activities, and the strengthening of daily care.

Compensation System

BioDuro adheres to compensation management principles that emphasize legal compliance, internal fairness, and market competitiveness, providing employees with a total compensation package consisting of base salary, performance bonuses, and relevant allowances. The Company specifies the compensation structure, calculation methods, and distribution rules through the *Employee Handbook* and new employee orientation training. Furthermore, the Company regularly reviews and adjusts compensation arrangements based on a comprehensive assessment of job value, employee performance, business operating conditions, and market compensation levels.

In 2025, BioDuro upheld the philosophy of "Pay for Performance" and updated its annual performance bonus plan to further emphasize the guiding role of performance outcomes in bonus distribution, thereby promoting bonus management that is more standardized, transparent, and market-competitive. Concurrently, the Company regularly conducts compensation reviews and monitoring, taking into account local economic environments, changes in the cost of living, inflation levels, industry compensation benchmarks, and external market standards to ensure the reasonableness and appropriateness of employee compensation.

To ensure the openness and transparency of compensation management, BioDuro continues to improve its compensation communication mechanism. By clarifying the salary grade system, compensation adjustment rules, and relevant management processes, the Company helps employees understand their compensation composition, career development, and paths for salary growth. The Company regularly conducts policy promotion and communication to ensure that employees receive relevant information in a timely manner, thereby enhancing the transparency and fairness of compensation management.

BioDuro upholds the principles of equal employment and equal pay for equal work, continuously focusing on the fairness of compensation and development opportunities for employees of different genders. The Company conducts internal compensation equity analyses based on factors such as performance, professional capabilities, job levels, qualifications, and local market compensation levels. Through the continuous review of these results, the Company strives to enhance the justice and transparency of its compensation management, effectively ensuring that employees of all genders receive equal remuneration.

Comprehensive Welfare System

BioDuro continuously refines a welfare system comprised of statutory benefits, supplementary benefits, and special allowances to address employees' needs for security. In accordance with applicable laws and regulations in each operating location, the Company makes full contributions to social insurance for all employees and provides supplementary benefits that exceed statutory standards based on actual circumstances. Furthermore, the Company standardizes the application, review, and distribution processes for allowances through policies such as the *Talent Subsidy Application and Approval Procedures*, continuously elevating the level of welfare management to provide employees with stable and comprehensive support.

BioDuro is attentive to the practical needs of employees at different life stages and continuously refines flexible and convenient work arrangements. The Company has established application processes for work-from-home, parental leave, and nursing leave within its attendance system, supporting employees in legally enjoying such arrangements upon meeting eligibility requirements and obtaining approval. Simultaneously, before major holidays, the Company adjusts working hours reasonably by taking into account traffic controls and employees' travel circumstances, facilitating employees' travel for returning home and helping them better balance work and family life.



BioDuro Comprehensive Benefits System

Mental Health Care

BioDuro continuously focuses on the mental health of its employees. Through systematic training and activities, the Company assists employees in identifying stressors, mastering adjustment methods, and enhancing their psychological resilience and positive behavioral capabilities.

CASE Workplace Stress and Behavioral Health Management Course

To further prioritize employee mental health and physical and mental well-being, the Company organized a specialized course on Workplace Stress and Behavioral Health Management. The course centered on stress identification, emotional adjustment, mental health maintenance, and positive behavior management. Through professional instruction and interactive communication, the course helped employees improve their psychological adjustment abilities and master scientific methods for coping with work and life stressors.

Employee Communication

BioDuro continues to improve its internal communication mechanisms and regulates information transmission and employee feedback processes in accordance with the *Information Communication Management Policy*. We strengthen two-way communication between management and employees through channels such as Townhall Meetings and internal digital communication platforms, ensuring that we promptly understand employee needs and follow up on relevant feedback, thereby promoting an unobstructed and efficient communication environment.

Help-Desk Communication	Townhall Meeting	Information Platform Communication	Routine Information Dissemination	"Golden Ideas" Proposal
Handle and follow up on issues and needs raised by employees to improve communication and issue resolution efficiency.	Build a face-to-face communication platform between senior management and employees through Townhall Meetings.	Employees can contact relevant personnel directly via email or DingTalk to consult and facilitate problem-solving in a timely manner.	Departments convey departmental matters through all-staff emails and morning meetings, and the Company releases corporate updates through monthly newsletters.	The Company has opened the "Golden Ideas" improvement proposal channel, providing a pathway for employees to provide feedback and offer improvement suggestions.

BioDuro Employee Communication Channels

Employee Satisfaction

BioDuro regards employee satisfaction surveys as an essential method for understanding employee experiences and optimizing internal management. In 2025, the Company conducted a satisfaction survey for the Chemistry Department team at the Jiangsu Site, collecting a total of 86 valid questionnaires. The survey covered aspects including work atmosphere, management style, communication and collaboration, training and development opportunities, resource and tool support, and work intensity. The survey results indicated that employees provided an overall positive assessment of the work atmosphere, management style, communication and collaboration, and resource and tool support, while also offering suggestions for optimizing certain management arrangements. Based on this employee feedback, the Company continuously reviews relevant work mechanisms, steadily advances subsequent improvements, and strives to consistently enhance the employee experience.

Employee Activities

BioDuro consistently focuses on the physical and mental well-being of its employees. Through diverse care initiatives such as cultural and sports activities, family days, and health seminars, we help employees relax and enhance communication. We aim to convey organizational care through these efforts, thereby strengthening employees' sense of belonging and team cohesion.

CASE

Fragrance in the Workplace, Beauty Nourishing the Heart: BioDuro Humanistic Care Flower Arrangement Event

In May 2025, we organized the Fragrance in the Workplace, Beauty Nourishing the Heart flower arrangement event. Under the guidance of professional florists, more than 30 employees learned floral art techniques and experienced the joy of creation, allowing them to appreciate the beauty of art amidst their busy work schedules. The atmosphere at the event was relaxed and enjoyable, enabling employees to deepen their mutual understanding through communication and collaboration, while also allowing them to bring their handcrafted floral creations back into their workspaces and homes.



BioDuro Humanistic Care Flower Arrangement Event

Occupational Health and Safety

BioDuro firmly integrates occupational health and safety management into its entire operational process, continuously identifying and controlling various safety risks, optimizing safety management measures in R&D and production segments, and promoting the ongoing improvement of the occupational health and safety management system. The Company is committed to creating a standardized, orderly, and safe work environment, providing a solid guarantee for the health and safety of its employees.

Occupational Health and Safety Management System

BioDuro attaches great importance to occupational health and safety, having established a management system centered on safety culture that covers risk identification, responsibility implementation, and reward and punishment mechanisms. Under the guidance of the *Labor and Human Rights Policy*, the Company has formulated internal policies such as the *Safety, Health, and Environmental Protection Responsibility System* and the *EHS Reward and Punishment Policy*, ensuring comprehensive coverage of occupational health and safety measures.

BioDuro has established a professional *Environment, Health, and Safety (EHS) Management Committee* that regularly assesses job-related safety risks, identifies high-risk areas, and implements hierarchical control and protective optimization. The Company has established a responsibility system spanning from management to frontline staff, ensuring that all safety measures are effectively implemented. During the reporting period, 50% of BioDuro's R&D and production sites obtained ISO 45001 Occupational Health and Safety Management System certification.

BioDuro continues to refine its safety production management mechanism, building a responsibility management system that covers all levels and positions. By establishing a management mechanism that balances positive incentives with responsibility constraints, the Company guides employees to proactively practice safety standards, enhances the safety awareness and risk prevention capabilities of all staff, and promotes the integration of safety responsibilities into every aspect of daily operations. Adhering to the "Three Managements and Three Musts" principle, we reinforce safety production accountability, and during the reporting period, no work-related fatalities or injuries occurred at BioDuro.

Occupational Health and Safety Risk Assessment

BioDuro has established a full-process safety risk management system to systematically control various risks associated with routine and non-routine operations. The Company employs a dual-risk assessment approach: standard assessment forms are used for routine operations, while specialized assessment forms are developed for special or emergency operations to ensure comprehensive risk identification, classification, and protection. Simultaneously, the Company continuously optimizes and iterates its risk management processes to promote the efficient and standardized operation of risk control mechanisms.

BioDuro has established accessible channels for safety risk feedback, encouraging all employees to actively participate in safety management. Upon discovering potential occupational health and safety hazards, employees may report them immediately to their direct supervisors or the Environment, Health, and Safety (EHS) Department, while taking preliminary response measures provided that their own safety is ensured. Furthermore, the Company has constructed a scientific risk hierarchical control system and continuously optimizes preventive and control measures, ensuring that risks across all operational scenarios are thoroughly identified and effectively managed, thereby safeguarding the safety and stability of corporate operations.

Risk Identification and Hierarchical Control

BioDuro integrates risk management into its entire daily operational process. By systematically conducting risk identification, assessment, and classification management, the Company implements targeted control measures for risks at different levels, focuses on high-risk areas, and continuously improves early warning and emergency response mechanisms to enhance its capabilities in risk prevention and mitigation.

Risk Control and Continuous Optimization

Adhering to the management philosophy of "prevention first and continuous improvement," BioDuro constantly enhances its level of risk control by optimizing process flows, refining operational standards, strengthening safety training, and conducting specialized inspections, thereby reducing potential safety impacts and safeguarding the health and safety of our employees.

BioDuro Safety Risk Management and Prevention Mechanism

To encourage employees to actively participate in the identification of safety risks, BioDuro Beijing has launched the safety hazard reporting and feedback channel. This initiative further broadens the feedback pathways for employees, facilitating the timely discovery and reporting of safety hazards in their immediate work environment.

BioDuro adheres to legal and compliant operations, integrating safety management requirements into daily business activities while actively cooperating with regulatory authorities and clients in conducting inspections and audits. BioDuro consistently strengthens equipment safety management by regularly performing safety inspections and audits to identify and rectify potential hazards in a timely manner, ensuring the safe and stable operation of equipment and continuously improving the level of risk prevention and control. During the reporting period, the Company underwent multiple safety inspections and audits organized by government departments, clients, and other relevant parties, with no violations or non-compliance issues identified, and the safety management system operated in a generally sound manner.



Safety Hazard Reporting and Feedback Channel

Occupational Disease Prevention

BioDuro attaches great importance to the management of occupational health for its employees and has established a systematic mechanism for the prevention and control of occupational health risks. The Company provides annual health check-ups for all employees and conducts pre-placement, on-the-job, and pre-departure occupational health examinations for employees in special positions. Meanwhile, we strengthen the identification and control of occupational health risks through measures such as regular monitoring of occupational hazard factors in the workplace and the provision of necessary personal protective equipment (PPE), thereby continuously enhancing the level of employee health protection and creating a safe and healthy working environment.

To effectively control the impact of occupational hazard factors on employee health, BioDuro continuously strengthens workplace occupational health management and conducts regular monitoring and assessment of occupational hazard factors. For work areas with potential noise exposure risks, the Company organizes quarterly noise monitoring to timely grasp the status of the operating environment and optimizes protective measures based on the monitoring results to reduce the risk of occupational exposure.

Health and Safety Emergency Action Plan

In accordance with the requirements of the *Business Continuity Management Plan*, BioDuro has integrated emergency management into our daily operational management system. We have established an emergency management framework centered on key areas such as health, safety, and production operations, clearly defining management requirements for critical stages including early warning, response, disposal, and recovery. During the reporting period, the Company organized a series of multi-scenario emergency drills to verify the effectiveness of our emergency mechanisms. By leveraging the results of these drills, we continue to refine our management measures, thereby enhancing our organizational collaborative disposal capabilities and risk response levels.

CASE

Shanghai Waigaoqiao Site Fire Emergency Drill

To reinforce employees' fire safety awareness and emergency response capabilities, BioDuro organized a fire drill activity. The drill simulated potential fire scenarios that could occur in office and production environments. Under the guidance and instruction of fire safety training, employees evacuated in an orderly manner along predetermined routes while practicing the use of emergency facilities such as fire extinguishers and fire hydrants for initial fire containment.

This drill not only tested the Company's emergency response procedures and the availability of facilities but also enhanced employees' adaptability in the event of a sudden fire, further strengthening the safety management level of our entire workplace.

Health and Safety Training

BioDuro places great importance on the development of employee safety capabilities. By conducting regular safety training and specialized job-specific training, we help employees master occupational health and safety knowledge, standard operational requirements, and emergency response skills, thereby continuously enhancing their risk identification and prevention abilities. Simultaneously, the Company combines this with daily safety advocacy to consistently reinforce the safety awareness of all personnel and promote the integration of safety concepts into daily work. During the reporting period, BioDuro achieved 100% coverage of safety training for all employees and provided necessary safety training for relevant part-time personnel, suppliers, and contractors.

CASE

EHS Newsletter: Occupational Health and Safety Daily Advocacy

To enhance employees' awareness of occupational health and safety, BioDuro regularly publishes the EHS Newsletter, which provides advocacy centered on topics such as safety production, occupational health protection, and risk alerts. By continuously sharing safety knowledge and representative case studies, we constantly reinforce employees' awareness of risk prevention and promote the integration of safety concepts into daily work.



BioDuro EHS Newsletter

CASE

BioDuro Contractor Safety Training

In 2025, BioDuro organized on-site safety training for contractors prior to the commencement of their work to further standardize management and ensure on-site construction safety. The training primarily covered the Company's safety management regulations, contractor management requirements, the use of Personal Protective Equipment (PPE), on-site operational risks, and emergency response procedures. The effectiveness of the training was evaluated through a combination of on-site explanations and oral questioning. Upon completion of the training, participants signed the training records and were permitted to enter the site for operations only after confirming their mastery of the relevant safety requirements.

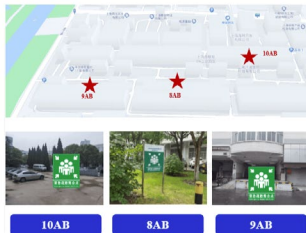
WGQ 场所安全提示

10号楼疏散逃生图



安全紧急电话: 021-3175 1001
EHS紧急电话: 021-3106 4812

WGQ 场所紧急集合点



Contractor Safety Training Content

Building Together

BioDuro is committed to integrating into the industrial ecosystem and social development through an open and win-win approach. We have joined multiple core life sciences industry associations globally and continue to expand our industry collaboration network. We have faithfully fulfilled our corporate citizenship responsibilities by supporting education and public welfare initiatives, and giving back to society through concrete actions.

Deepening Industry Collaboration

During the reporting period, we strengthened our engagement with the regional industrial ecosystem to enhance connectivity with innovative pharmaceutical companies and research institutions, laying a foundation for customer engagement and global business expansion.

CASE

Establish Global Innovation Hubs to Enhance Industrial Synergy Capabilities

During the reporting period, we joined multiple industry organizations covering major global innovative drug clusters, spanning core life science regions worldwide including Boston and San Diego in the United States, Basel in Switzerland, London in the United Kingdom, and Spain. By integrating into the local industrial ecosystem, we have strengthened connections with innovative pharmaceutical companies, biotechnology firms, and research institutions within the region. This has enhanced our client reach in the fields of early drug discovery and translational research, providing support for global market expansion and long-term cooperation.

CASE

Foster Frontier Industry Dialogues and Empower Ecosystem Development

We actively participate in industry exchanges to promote technology sharing and industrial collaboration. We hosted the "LINK Technology Exchange" series in Shanghai, Shenzhen, and other locations to focus on cutting-edge areas such as peptide drug Discovery and integrated CRDMO platforms, exploring pathways to accelerate new drug development. At the same time, we shared our strategies for optimizing service systems and technical achievements at domestic and international industry summits and academic conferences, such as DCAT WEEK, DDC, and AACR, to support the development of the biopharmaceutical ecosystem.

Fulfilling Social Responsibility

We continue to closely monitor social needs and actively invest in areas such as educational development and public welfare initiatives. By precisely aligning corporate resources with social demands, we demonstrate our corporate responsibility through concrete actions.

CASE

A Journey to Science, A Tribute to the Glimmer of Life

On the occasion of World Laboratory Animal Day, teachers and students from the Second Primary School of Jiangsu Xishan Senior High School Experimental School visited BioDuro to conduct scientific research activities. Leveraging our R&D facilities and professional resources, we provide students with immersive experiences such as laboratory observations, science popularization lectures, and flower offerings at the memorial monument for experimental animals. We aim to instill in young minds the values of respecting life and loving science, thereby leveraging our industry expertise to support the cultivation of scientific literacy among adolescents.



CASE

Support the "Children's Innovation and Sharing Hub" to Co-build New Ecosystem of Education

During the reporting period, the "Children's Innovation and Sharing Hub" educational consortium of the Second Primary School of Jiangsu Xishan Senior High School Experimental School was officially established. An employee from BioDuro was appointed as member of the consortium and served as specially invited lecturer for community science popularization in Chang'an Street Community, Huishan District. We support the collaborative education model of "schools, families, and communities" by cultivating science popularization talent. We integrate our professional expertise in the biomedicine sector into youth innovation and entrepreneurship practices to build a diversified, empowering educational ecosystem, thereby fulfilling our social responsibility in education.



Appendix I: Key Performance Table

BioDuro

Indicator	Unit	2023	2024	2025
Environmental Performance				
Total Energy Consumption	MWh	35,729.30	28,995.54	33,657.13
Total Renewable Energy Consumption	MWh	0	0	0
Percentage of Renewable Energy in Total Energy Consumption	%	0	0	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions	tCO ₂ e	315.13	92.15	91.84
Total Scope 2 GHG Emissions	tCO ₂ e	15,112.64	15,947.85	20,409.62
Total Scope 3 GHG Emissions	tCO ₂ e	/	57,458.53	94,078.83
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	/	57,457.73	94,077.99
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	/	0.80	0.84
Total Hazardous Waste	tonne(s)	2,366.28	2,025.23	2,241.37
Total Non-Hazardous Waste	tonne(s)	105.68	93.79	34.41
Total Recycled Waste	tonne(s)	512.83	978.77	1,758.96
Percentage of Total Company-operated Waste Diverted from Landfills	%	100	100	100
Water Consumption	tonne(s)	228,147.32	169,017.50	160,348.10
Total Volume of Water Recovery and Reuse	tonne(s)	0	0	18.70
Wastewater Discharge	tonne(s)	193,345.55	142,431.81	131,353.10
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Number of Significant Non-compliance Issues Identified During Third-party Inspections on Animal Welfare Compliance	Case(s)	0	0	0
Internal Animal Welfare Audits or Impact Assessments Conducted	Times(s)	4	4	4
Animal Welfare Training or Educational Dissemination Conducted	Times(s)	16	18	19
Biodiversity Impact Assessments Conducted	Times(s)	2	0	0
Percentage of Operating Locations with ISO 14001 Environmental Management System Certification	%	0	33.33	50
Number of Incidents Penalized for Violation of Environmental Protection Laws and Regulations	Case(s)	0	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	57.59	58.40	58.40
Female Percentage	%	42.41	41.60	41.60
New Hires ⁶	Person(s)	161	184	673
Employee Turnover Rate	%	18.72	10.81	16.52
Women in Senior Management	%	25.32	30.57	35.29
Proportion of Female on the Board of Directors (Executive Committee)	%	27.27	27.27	36.36
Workers from Minority/Vulnerable Groups	%	12.05	9.74	8.42
Minority/Vulnerable Groups in Top Management	%	2.50	1.81	20.69
Unadjusted Gender Pay Gap	%	26.41	16.05	26.63

Indicator	Unit	2023	2024	2025
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	87	89	86
Employees Receiving Vocational/Skills Training	%	89	93	95
Total Training Hours	Hour(s)	10,649	24,484	31,697
Average Training Hours per Employee	Hour(s)	5.90	12.43	14.59
Average Training Hours per Male Employee	Hour(s)	6.07	12.66	15.48
Average Training Hours per Female Employee	Hour(s)	5.80	12.02	12.65
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Reported Incidents Related to Child Labor, Forced Labor, and Human Trafficking	Case(s)	0	0	0
Percentage of Employees Covered by Formally Elected Employee Representatives	%	100	100	100
Proportion of Employees Covered by Social Insurance	%	99	99	99
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	196	56	304
Total Working Hours	Hour(s)	4,727,114	4,120,350	3,998,794
Work-Related Accidents	Case(s)	6	2	8
Sites Conducted Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	68	74	51
Percentage of Operating Locations With ISO 45001 Occupational Health and Safety Management System Certification	%	/	50	50
Sustainable Procurement				
Number of Suppliers	Supplier(s)	1,603	1,636	1,240
Number of Target Suppliers	Supplier(s)	198	171	130
Target Suppliers Signed <i>Supplier Code of Conduct</i>	%	100	100	100
Target Suppliers with Environmental/Labor/Human Rights Contracts	%	69.88	73.16	78.93
Target Suppliers Undergoing CSR Assessment	%	35.39	50.65	62.51
Target Suppliers Undergoing CSR On-site Audit	%	21.13	24.14	32.82
Procurement Staff Trained on Sustainable Procurement	%	100	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	4.23	7.91	18.88
Governance Performance				
Employees Receiving Ethics Training	%	100	74.73	99.74
Reports Generated via Whistleblowing Procedures	Case(s)	0	0	0
Confirmed Corruption Incidents	Case(s)	0	0	0
Confirmed Information Security Incidents	Case(s)	0	0	0
Percentage of Operational Locations with ISO 27001-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	33.33	66.67	66.67
Percentage of Operating Locations with Anti-corruption Management System Certification Relative to Total Operating Locations	%	0	0	0
Percentage of Risk-based Trading Partners Covered by Due Diligence Processes for Corruption and Information Security	%	100	100	100
Percentage of Operating Locations Conducted Internal Audits /Risk Assessments on Specific Business Ethics Issues	%	100	100	100

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

Jiangsu Site

Indicator	Unit	2023	2024	2025
Environmental Performance				
Total Energy Consumption ⁷	MWh	10,453.50	10,535.30	10,255.13
Total Renewable Energy Consumption	MWh	/	0	0
Percentage of Renewable Energy in Total Energy Consumption	%	/	0	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ⁸	tCO ₂ e	0.26	0.26	0.66
Total Scope 2 GHG Emissions ⁹	tCO ₂ e	6,210.88	6,168.89	6,250.01
Total Scope 3 GHG Emissions ¹⁰	tCO ₂ e	16,472.23	8,520.47	17,150.24
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	16,471.91	8,520.35	17,150.09
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	0.32	0.12	0.15
Total Hazardous Waste	tonne(s)	344.13	323.49	439.80
Total Non-Hazardous Waste	tonne(s)	42.34	42.50	43.55
Total Recycled Waste	tonne(s)	0	0	0
Percentage of Total Company-operated Waste Diverted from Landfills	%	100	100	100
Water Consumption	tonne(s)	22,174	20,940	24,700
Total Volume of Water Recovery and Reuse	tonne(s)	0	0	0
Wastewater Discharge	tonne(s)	18,550.00	17,843.81	20,646.00
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Number of Significant Non-compliance Issues Identified During Third-party Inspections on Animal Welfare Compliance	Case(s)	0	0	0
Internal Animal Welfare Audits or Impact Assessments Conducted	Times(s)	2	2	0
Animal Welfare Training or Educational Dissemination Conducted	Times(s)	7	10	2
Biodiversity Impact Assessments Conducted	Times(s)	1	0	8
Percentage of Operating Locations with ISO 14001 Environmental Management System Certification	%	/	/	100
Number of Incidents Penalized for Violation of Environmental Protection Laws and Regulations	Case(s)	/	/	0
Social Performance				
Talent Attraction				
Male Percentage	%	58.35	57.11	54.89
Female Percentage	%	41.65	42.89	45.11
New Hires	Person(s)	20	60	170
Employee Turnover Rate	%	13.20	10.27	22.00
Women in Senior Management (excl. Board)	%	40.00	28.57	33.00
Workers from Minority/Vulnerable Groups	%	3.74	4.06	6.00
Minority/Vulnerable Groups in Top Management	%	/	0	0
Unadjusted Gender Pay Gap	%	15.00	17.85	16.14

⁷ The primary energy sources for the Jiangsu site include diesel and purchased electricity. Comprehensive energy consumption calculations refer to GB/T 2589-2020 *General Principles for Comprehensive Energy Consumption Calculation*.

⁸ Scope 1 greenhouse gas emissions at the Jiangsu site 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.

⁹ Scope 2 greenhouse gas emissions at the Jiangsu site mainly derive from purchased electricity. Accounting is based on the Announcement on Publishing the 2023 Electricity CO₂ Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China.

¹⁰ Scope 3 greenhouse gas emissions at the Jiangsu 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.

Indicator	Unit	2023	2024	2025
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	96.26	95.43	91.11
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	1,900.50	3,494.50	5,449.00
Average Training Hours per Employee	Hour(s)	4.74	8.87	12.11
Average Training Hours per Male Employee	Hour(s)	4.66	9.26	12.24
Average Training Hours per Female Employee	Hour(s)	4.85	8.34	8.94
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Reported Incidents Related to Child Labor, Forced Labor, and Human Trafficking	Case(s)	0	0	0
Percentage of Employees Covered by Formally Elected Employee Representatives	%	100	100	100
Proportion of Employees Covered by Social Insurance	%	100	100	100
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	8	0	0
Total Working Hours	Hour(s)	802,000	828,093	903,477
Work-Related Accidents	Case(s)	1	0	0
Sites Conducted Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	11	6	6
Percentage of Operating Locations With ISO 45001 Occupational Health and Safety Management System Certification	%	0	100	100
Sustainable Procurement ¹¹				
Number of Suppliers	Supplier(s)	240	526	453
Number of Target Suppliers	Supplier(s)	23	26	35
Target Suppliers Signed <i>Supplier Code of Conduct</i>	%	100	100	100
Target Suppliers with Environmental/Labor/Human Rights Contracts	%	76.25	79.00	83.00
Target Suppliers Undergoing CSR Assessment	%	37.50	62.00	72.00
Target Suppliers Undergoing CSR On-site Audit	%	20.00	20.00	50.00
Procurement Staff Trained on Sustainable Procurement	%	100	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	5.00	12.00	15.00
Governance Performance				
Employees Receiving Ethics Training	%	100	73.44	99.76
Reports Generated via Whistleblowing Procedures	Case(s)	0	0	0
Confirmed Corruption Incidents	Case(s)	0	0	0
Confirmed Information Security Incidents	Case(s)	0	0	0
Percentage of Operational Locations with ISO 27001-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	100	100	100
Percentage of Operating Locations with Anti-corruption Management System Certification Relative to Total Operating Locations	%	0	0	0
Percentage of Risk-based Trading Partners Covered by Due Diligence Processes for Corruption and Information Security	%	100	100	100
Percentage of Operating Locations Conducted Internal Audits /Risk Assessments on Specific Business Ethics Issues	%	100	100	100

¹¹ During the reporting period, we completed the centralized deployment of the procurement system and optimized the data governance. Based on this, we retrospectively corrected the relevant data of sustainable procurement over the years to ensure the accuracy, uniformity and continuous comparability of the data.

Beijing Site

Indicator	Unit	2023	2024	2025
Environmental Performance				
Total Energy Consumption ¹²	MWh	3,021.33	2,747.03	2,685.35
Total Renewable Energy Consumption	MWh	/	0	0
Percentage of Renewable Energy in Total Energy Consumption	%	/	0	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ¹³	tCO ₂ e	12.79	11.44	3.39
Total Scope 2 GHG Emissions ¹⁴	tCO ₂ e	1,765.37	1,582.29	1,628.85
Total Scope 3 GHG Emissions ¹⁵	tCO ₂ e	/	11,142.15	15,241.28
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	/	11,141.99	15,241.14
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	/	0.16	0.14
Total Hazardous Waste	tonne(s)	365.96	327.17	360.57
Total Non-Hazardous Waste	tonne(s)	11.88	27.61	0 ¹⁶
Total Recycled Waste	tonne(s)	0	0	0
Percentage of Total Company-operated Waste Diverted from Landfills	%	/	/	100
Water Consumption	tonne(s)	43,847	38,357	33,006
Total Volume of Water Recovery and Reuse	tonne(s)	0	0	0
Wastewater Discharge	tonne(s)	35,604.90	35,428.00	33,006.00
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Biodiversity Impact Assessments Conducted	Times(s)	0	0	0
Number of Incidents Penalized for Violation of Environmental Protection Laws and Regulations	Case(s)	0	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	57.59	59.60	60.28
Female Percentage	%	42.41	40.40	39.72
New Hires	Person(s)	9	7	131
Employee Turnover Rate	%	13.18	6.60	10.56
Women in Senior Management (excl. Board)	%	26.92	26.31	28.57
Workers from Minority/Vulnerable Groups	%	6.27	7.41	6.67
Minority/Vulnerable Groups in Top Management	%	/	0.83	4.76
Unadjusted Gender Pay Gap	%	13.00	14.77	11.80

¹² 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*.

¹³ 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.

¹⁴ Scope 2 greenhouse gas emissions at the Beijing Site mainly derive from purchased electricity. Accounting is based on the 2023 Electricity CO₂ Emission Factors published by the Ministry of Ecology and Environment of the People's Republic of China.

¹⁵ 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.

¹⁶ The total volume of non-hazardous waste fluctuated significantly compared to previous years due to the update of our waste classification standards this year, which included laboratory waste in the hazardous waste statistics.

Indicator	Unit	2023	2024	2025
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	100	100	91.00
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	1,866.00	7,473.50	9,791.00
Average Training Hours per Employee	Hour(s)	4.50	25.16	27.20
Average Training Hours per Male Employee	Hour(s)	4.72	25.34	28.33
Average Training Hours per Female Employee	Hour(s)	4.19	24.90	25.47
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Reported Incidents Related to Child Labor, Forced Labor, and Human Trafficking	Case(s)	0	0	0
Percentage of Employees Covered by Formally Elected Employee Representatives	%	100	100	100
Proportion of Employees Covered by Social Insurance	%	100	100	100
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	10	0	100
Total Working Hours	Hour(s)	830,000	680,321.25	673,876
Work-Related Accidents	Case(s)	1	0	2
Sites Conducted Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	17	20	9
Percentage of Operating Locations With ISO 45001 Occupational Health and Safety Management System Certification	%	0	0	0
Sustainable Procurement				
Number of Suppliers	Supplier(s)	365	349	287
Number of Target Suppliers	Supplier(s)	27	30	20
Target Suppliers Signed <i>Supplier Code of Conduct</i>	%	100	100	100
Target Suppliers with Environmental/Labor/Human Rights Contracts	%	78.00	80.00	82.00
Target Suppliers Undergoing CSR Assessment	%	58.82	60.00	69.00
Target Suppliers Undergoing CSR On-site Audit	%	45.00	45.00	25.00
Procurement Staff Trained on Sustainable Procurement	%	100	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	5.00	10.00	20.00
Governance Performance				
Employees Receiving Ethics Training	%	100	62.68	100
Reports Generated via Whistleblowing Procedures	Case(s)	0	0	0
Confirmed Corruption Incidents	Case(s)	0	0	0
Confirmed Information Security Incidents	Case(s)	0	0	0
Percentage of Operational Locations with ISO 27001-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	/	100	100
Percentage of Operating Locations with Anti-corruption Management System Certification Relative to Total Operating Locations	%	0	0	0
Percentage of Risk-based Trading Partners Covered by Due Diligence Processes for Corruption and Information Security	%	100	100	100
Percentage of Operating Locations Conducted Internal Audits /Risk Assessments on Specific Business Ethics Issues	%	/	100	100

Shanghai Waigaoqiao Site

Indicator	Unit	2023	2024	2025
Environmental Performance				
Total Energy Consumption ¹⁷	MWh	9,501.94	11,165.00	14,685.92
Total Renewable Energy Consumption	MWh	/	0	0
Percentage of Renewable Energy in Total Energy Consumption	%	/	0	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ¹⁸	tCO ₂ e	293.76	69.72	77.30
Total Scope 2 GHG Emissions ¹⁹	tCO ₂ e	5,644.00	6,538.17	8,879.25
Total Scope 3 GHG Emissions ²⁰	tCO ₂ e	31,161.70	21,847.35	38,161.48
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	31,161.08	21,847.05	38,161.14
Category 1: Purchased goods and services	tCO ₂ e	18,931.41	18,758.45	31,032.39
Category 2: Capital goods	tCO ₂ e	10,645.15	1,819.81	5,388.66
Category 3: Fuel- and energy-related activities	tCO ₂ e	487.56	565.40	734.58
Category 4: Upstream transportation and distribution	tCO ₂ e	439.13	0.25	0.97
Category 5: Waste generated in operations	tCO ₂ e	624.76	667.20	983.56
Category 6: Business travel	tCO ₂ e	28.26	29.43	15.62
Category 7: Employee commuting	tCO ₂ e	4.81	6.50	5.36
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	0.62	0.30	0.34
Category 9: Downstream transportation and distribution	tCO ₂ e	0.35	0.30	0.33
Category 12: End-of-life treatment of sold products	tCO ₂ e	0.27	0.00	0.01
Total Hazardous Waste	tonne(s)	494.58	550.29	744.18
Total Non-Hazardous Waste	tonne(s)	18.26	8.48	9.88
Total Recycled Waste	tonne(s)	512.83	558.77	754.06
Percentage of Total Company-operated Waste Diverted from Landfills	%	/	/	100
Water Consumption	tonne(s)	55,685.64	52,915.50	58,784.10
Total Volume of Water Recovery and Reuse	tonne(s)	0	0	0
Wastewater Discharge	tonne(s)	55,685.64	42,332.40	58,784.10
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Number of Significant Non-compliance Issues Identified During Third-party Inspections on Animal Welfare Compliance	Case(s)	0	0	0
Internal Animal Welfare Audits or Impact Assessments Conducted	Times(s)	2	2	2
Animal Welfare Training or Educational Dissemination Conducted	Times(s)	9	8	11
Biodiversity Impact Assessments Conducted	Times(s)	0	0	0
Number of Incidents Penalized for Violation of Environmental Protection Laws and Regulations	Case(s)	0	0	0

¹⁷ The primary energy sources for the Shanghai Waigaoqiao site include diesel and purchased electricity. Comprehensive energy consumption calculations refer to GB/T 2589-2020 *General Principles for Comprehensive Energy Consumption Calculation*.

¹⁸ Scope 1 greenhouse gas emissions at the Shanghai Waigaoqiao site 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.

¹⁹ Scope 2 greenhouse gas emissions at the Shanghai Waigaoqiao base mainly derive from purchased electricity. Accounting is based on the Announcement on Publishing the 2023 Electricity CO₂ Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China.

²⁰ Scope 3 greenhouse gas emissions at the Shanghai Waigaoqiao 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. To continuously improve the level of data management, this report retrospectively adjusts the Scope 3 historical emissions data for the Shanghai Waigaoqiao Site to more accurately reflect the actual emissions.

Indicator	Unit	2023	2024	2025
Social Performance				
Talent Attraction				
Male Percentage	%	51.62	54.30	56.64
Female Percentage	%	48.38	45.70	43.36
New Hires	Person(s)	44	90	303
Employee Turnover Rate	%	20.16	9.85	17.67
Women in Senior Management (excl. Board)	%	34.89	43.24	38.64
Workers from Minority/Vulnerable Groups	%	/	5.08	5.16
Minority/Vulnerable Groups in Top Management	%	/	0	2.27
Unadjusted Gender Pay Gap	%	14.00	16.03	15.30
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	98.00	94.53	87.49
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	2,118.00	8,512.50	12,479.00
Average Training Hours per Employee	Hour(s)	2.99	11.08	13.70
Average Training Hours per Male Employee	Hour(s)	3.12	10.99	14.83
Average Training Hours per Female Employee	Hour(s)	2.86	11.20	12.22
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Reported Incidents Related to Child Labor, Forced Labor, and Human Trafficking	Case(s)	0	0	0
Percentage of Employees Covered by Formally Elected Employee Representatives	%	100	100	100
Proportion of Employees Covered by Social Insurance	%	100	100	99
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	120	0	80
Total Working Hours	Hour(s)	1,418,000	1,651,012.74	1,566,814
Work-Related Accidents	Case(s)	1	0	3
Sites Conducted Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	4	17	5
Percentage of Operating Locations With ISO 45001 Occupational Health and Safety Management System Certification	%	0	100	100
Sustainable Procurement				
Number of Suppliers	Supplier(s)	454	556	549
Number of Target Suppliers	Supplier(s)	70	63	85
Target Suppliers Signed <i>Supplier Code of Conduct</i>	%	100	100	100
Target Suppliers with Environmental/Labor/Human Rights Contracts	%	70.00	75.00	85.00
Target Suppliers Undergoing CSR Assessment	%	37.50	58.00	65.00
Target Suppliers Undergoing CSR On-site Audit	%	5.00	16.00	35.00
Procurement Staff Trained on Sustainable Procurement	%	100	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	5.00	8.00	20.00
Governance Performance				
Employees Receiving Ethics Training	%	100	60.76	99.50
Reports Generated via Whistleblowing Procedures	Case(s)	0	0	0
Confirmed Corruption Incidents	Case(s)	0	0	0
Confirmed Information Security Incidents	Case(s)	0	0	0
Percentage of Operational Locations with ISO 27001-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	100	100	100
Percentage of Operating Locations with Anti-corruption Management System Certification Relative to Total Operating Locations	%	0	0	0
Percentage of Risk-based Trading Partners Covered by Due Diligence Processes for Corruption and Information Security	%	100	100	100
Percentage of Operating Locations Conducted Internal Audits /Risk Assessments on Specific Business Ethics Issues	%	100	100	100

BioDuro Beijing Company²¹

Indicator	Unit	2023	2024	2025
Environmental Performance				
Total Energy Consumption	MWh	12,523.27	13,912.03	17,371.27
Total Renewable Energy Consumption	MWh	/	0	0
Percentage of Renewable Energy in Total Energy Consumption	%	/	0	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions	tCO ₂ e	306.55	81.16	80.69
Total Scope 2 GHG Emissions	tCO ₂ e	7,409.37	8,120.46	10,508.10
Total Scope 3 GHG Emissions	tCO ₂ e	/	32,989.50	53,402.76
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	/	32,989.04	53,402.28
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	/	0.46	0.48
Total Hazardous Waste	tonne(s)	860.54	877.46	1,104.75
Total Non-Hazardous Waste	tonne(s)	30.14	36.09	9.88
Total Recycled Waste	tonne(s)	512.83	558.77	754.06
Percentage of Total Company-operated Waste Diverted from Landfills	%	/	/	100
Water Consumption	tonne(s)	99,532.64	91,272.50	91,790.00
Total Volume of Water Recovery and Reuse	tonne(s)	0	0	0
Wastewater Discharge	tonne(s)	91,290.54	77,760.40	91,790.00
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Number of Significant Non-compliance Issues Identified During Third-party Inspections on Animal Welfare Compliance	Case(s)	0	0	0
Internal Animal Welfare Audits or Impact Assessments Conducted	Times(s)	2	2	2
Animal Welfare Training or Educational Dissemination Conducted	Times(s)	9	8	11
Biodiversity Impact Assessments Conducted	Times(s)	0	0	0
Percentage of Operating Locations with ISO 14001 Environmental Management System Certification	%	0	50	50
Number of Incidents Penalized for Violation of Environmental Protection Laws and Regulations	Case(s)	0	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	53.82	55.77	57.67
Female Percentage	%	46.17	44.23	42.33
New Hires	Person(s)	53	97	434
Employee Turnover Rate	%	/	1.78	15.66
Women in Senior Management (excl. Board)	%	13.64	15.62	35.38
Workers from Minority/Vulnerable Groups	%	53.83	55.77	5.59
Minority/Vulnerable Groups in Top Management	%	46.17	44.23	3.08
Unadjusted Gender Pay Gap	%	13.64	15.62	14.17

Indicator	Unit	2023	2024	2025
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	98.90	96.06	88.51
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	3,984	15,986	22,270
Average Training Hours per Employee	Hour(s)	7.49	36.24	17.52
Average Training Hours per Male Employee	Hour(s)	7.84	36.33	18.83
Average Training Hours per Female Employee	Hour(s)	7.05	36.10	15.75
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Reported Incidents Related to Child Labor, Forced Labor, and Human Trafficking	Case(s)	0	0	0
Percentage of Employees Covered by Formally Elected Employee Representatives	%	100	100	100
Proportion of Employees Covered by Social Insurance	%	100	100	100
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	130	0	180
Total Working Hours	Hour(s)	2,248,000	2,331,334	2,240,690
Work-Related Accidents	Case(s)	2	0	5
Sites Conducted Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	21	37	14
Percentage of Operating Locations With ISO 45001 Occupational Health and Safety Management System Certification	%	0	50	50
Sustainable Procurement				
Number of Suppliers	Supplier(s)	756	640	677
Number of Target Suppliers	Supplier(s)	81	53	95
Target Suppliers Signed <i>Supplier Code of Conduct</i>	%	100	100	100
Target Suppliers with Environmental/Labor/Human Rights Contracts	%	71.00	75.00	84.20
Target Suppliers Undergoing CSR Assessment	%	43.00	58.00	67.80
Target Suppliers Undergoing CSR On-site Audit	%	17.00	26.00	41.00
Procurement Staff Trained on Sustainable Procurement	%	100	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	5.00	9.00	18.00
Governance Performance				
Employees Receiving Ethics Training	%	100	70.80	99.63
Reports Generated via Whistleblowing Procedures	Case(s)	0	0	0
Confirmed Corruption Incidents	Case(s)	0	0	0
Confirmed Information Security Incidents	Case(s)	0	0	0
Percentage of Operational Locations with ISO 27001-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	50	100	100
Percentage of Operating Locations with Anti-corruption Management System Certification Relative to Total Operating Locations	%	0	0	0
Percentage of Risk-based Trading Partners Covered by Due Diligence Processes for Corruption and Information Security	%	100	100	100
Percentage of Operating Locations Conducted Internal Audits /Risk Assessments on Specific Business Ethics Issues	%	50	100	100

²¹ 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.

Sundia

Indicator	Unit	2023	2024	2025
Environmental Performance				
Total Energy Consumption ²²	MWh	11,144.02	2,850.16	4,438.88
Total Renewable Energy Consumption	MWh	/	0	0
Percentage of Renewable Energy in Total Energy Consumption	%	/	0	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions ²³	tCO ₂ e	487.69	10.14	10.49
Total Scope 2 GHG Emissions	tCO ₂ e	5,325.25	1,645.99	2,681.11
Total Scope 3 GHG Emissions ²⁴	tCO ₂ e	731.91	15,948.57	23,525.83
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	369.88	15,948.34	23,525.62
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	362.03	0.23	0.21
Total Hazardous Waste	tonne(s)	1,161.56	824.29	696.82
Total Non-Hazardous Waste	tonne(s)	28.50	15.20	19.02
Total Recycled Waste	tonne(s)	/	/	561.90
Percentage of Total Company-operated Waste Diverted from Landfills	%	100	100	100
Water Consumption	tonne(s)	91,596.68	52,767.00	41,183.00
Total Volume of Water Recovery and Reuse	tonne(s)	0	0	18.70
Wastewater Discharge	tonne(s)	82,437.01	42,789.60	16,242.00
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Biodiversity Impact Assessments Conducted	Times(s)	2	0	0
Percentage of Operating Locations with ISO 14001 Environmental Management System Certification	%	0	0	33.33
Number of Incidents Penalized for Violation of Environmental Protection Laws and Regulations	Case(s)	0	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	64.12	64.96	65.88
Female Percentage	%	35.88	35.04	34.12
New Hires	Person(s)	37	14	51
Employee Turnover Rate	%	19.52	14.02	14.41
Women in Senior Management (excl. Board)	%	37.50	36.00	36.00
Workers from Minority/Vulnerable Groups	%	2.33	2.43	1.76
Minority/Vulnerable Groups in Top Management	%	/	0	0
Unadjusted Gender Pay Gap	%	17.00	10.40	5.66

Indicator	Unit	2023	2024	2025
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	98.34	95.15	96.76
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	4,764	5,003	3,978
Average Training Hours per Employee	Hour(s)	7.90	13.49	11.70
Average Training Hours per Male Employee	Hour(s)	8.01	13.03	12.61
Average Training Hours per Female Employee	Hour(s)	7.75	14.33	9.94
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Reported Incidents Related to Child Labor, Forced Labor, and Human Trafficking	Case(s)	0	0	0
Percentage of Employees Covered by Formally Elected Employee Representatives	%	100	100	100
Proportion of Employees Covered by Social Insurance	%	96.51	97.04	97.00
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	88	57	77
Total Working Hours	Hour(s)	1,204,000	786,720	671,099
Work-Related Accidents	Case(s)	3	2	3
Sites Conducted Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	47	22	24
Percentage of Operating Locations With ISO 45001 Occupational Health and Safety Management System Certification	%	33.33	33.33	33.33
Sustainable Procurement				
Number of Suppliers	Supplier(s)	603	485	569
Number of Target Suppliers	Supplier(s)	66	43	28
Target Suppliers Signed <i>Supplier Code of Conduct</i>	%	100	100	100
Target Suppliers with Environmental/Labor/Human Rights Contracts	%	70.00	72.00	74.50
Target Suppliers Undergoing CSR Assessment	%	24.00	35.00	53.00
Target Suppliers Undergoing CSR On-site Audit	%	24.00	25.00	25.00
Procurement Staff Trained on Sustainable Procurement	%	100	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	3.00	5.00	23.00
Governance Performance				
Employees Receiving Ethics Training	%	100	65.78	100
Reports Generated via Whistleblowing Procedures	Case(s)	0	0	0
Confirmed Corruption Incidents	Case(s)	0	0	0
Confirmed Information Security Incidents	Case(s)	0	0	0
Percentage of Operational Locations with ISO 27001-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	0	33.33	33.33
Percentage of Operating Locations with Anti-corruption Management System Certification Relative to Total Operating Locations	%	0	0	0
Percentage of Risk-based Trading Partners Covered by Due Diligence Processes for Corruption and Information Security	%	100	100	100
Percentage of Operating Locations Conducted Internal Audits /Risk Assessments on Specific Business Ethics Issues	%	100	100	100

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 2023 Electricity CO₂ Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China.

Shanghai Zhangjiang Site

Indicator	Unit	2023	2024	2025
Environmental Performance				
Total Energy Consumption ²⁵	MWh	8,525.97	366.10	2,281.93
Total Renewable Energy Consumption	MWh	/	0	0
Percentage of Renewable Energy in Total Energy Consumption	%	/	0	0
Greenhouse Gas Emissions				
Total Scope 1 GHG Emissions	tCO ₂ e	/	0	0
Total Scope 2 GHG Emissions ²⁶	tCO ₂ e	/	214.39	1,391.07
Total Scope 3 GHG Emissions ²⁷	tCO ₂ e	/	12,452.99	17,151.93
Scope 3 GHG Emissions: Up-stream	tCO ₂ e	/	12,452.82	17,151.77
Scope 3 GHG Emissions: Down-stream	tCO ₂ e	/	0.17	0.16
Total Hazardous Waste	tonne(s)	654.96	413.61	247.00
Total Non-Hazardous Waste	tonne(s)	10.00	0	3.32
Total Recycled Waste	tonne(s)	/	/	257
Percentage of Total Company-operated Waste Diverted from Landfills	%	100	100	100
Water Consumption	tonne(s)	75,379.68	46,987.00	37,580.00
Total Volume of Water Recovery and Reuse	tonne(s)	/	/	0
Wastewater Discharge	tonne(s)	67,841.71	37,589.60	13,000.00
Percentage of Sites Conducting Environmental Risk Assessments	%	100	100	100
Percentage of Employees Trained on Environmental Issues	%	100	100	100
Biodiversity Impact Assessments Conducted	Times(s)	0	0	0
Number of Incidents Penalized for Violation of Environmental Protection Laws and Regulations	Case(s)	0	0	0
Social Performance				
Talent Attraction				
Male Percentage	%	61.94	59.26	60.00
Female Percentage	%	38.06	40.74	40.00
New Hires	Person(s)	31	11	9
Employee Turnover Rate	%	18.82	9.96	6.00
Women in Senior Management (excl. Board)	%	35.29	33.33	32.00
Workers from Minority/Vulnerable Groups	%	3.07	3.70	2.19
Minority/Vulnerable Groups in Top Management	%	0.62	0	0
Unadjusted Gender Pay Gap	%	16.00	16.45	13.53

Indicator	Unit	2023	2024	2025
Talent Development				
Employees Receiving Regular Performance/Career Reviews	%	99.05	93.06	98.00
Employees Receiving Vocational/Skills Training	%	100	100	100
Total Training Hours	Hour(s)	3,179	4,035	1,741
Average Training Hours per Employee	Hour(s)	7.50	18.68	9.51
Average Training Hours per Male Employee	Hour(s)	7.50	19.12	10.00
Average Training Hours per Female Employee	Hour(s)	7.50	18.05	8.75
Employees Trained on Diversity/Discrimination/Harassment	%	100	100	100
Identified Discrimination/Harassment Cases or Improvements	Case(s)	0	0	0
Reported Incidents Related to Child Labor, Forced Labor, and Human Trafficking	Case(s)	0	0	0
Percentage of Employees Covered by Formally Elected Employee Representatives	%	100	100	100
Proportion of Employees Covered by Social Insurance	%	/	/	95
Occupational Health and Safety				
Days Lost Due to Injury/Death/Ill Health	Day(s)	0	15	77
Total Working Hours	Hour(s)	846,000	425,705	337,123
Work-Related Accidents	Case(s)	1	1	3
Sites Conducted Health & Safety Risk Assessments	%	100	100	100
Employees Trained on Occupational Health & Safety	%	100	100	100
Health & Safety Training Sessions Conducted	Session(s)	10	3	18
Percentage of Operating Locations With ISO 45001 Occupational Health and Safety Management System Certification	%	100	100	100
Sustainable Procurement				
Number of Suppliers	Supplier(s)	478	503	356
Number of Target Suppliers	Supplier(s)	58	42	20
Target Suppliers Signed <i>Supplier Code of Conduct</i>	%	100	100	100
Target Suppliers with Environmental/Labor/Human Rights Contracts	%	80.00	80.00	85.00
Target Suppliers Undergoing CSR Assessment	%	30.00	40.00	60.00
Target Suppliers Undergoing CSR On-site Audit	%	30.00	30.00	25.00
Procurement Staff Trained on Sustainable Procurement	%	100	100	100
Suppliers Participating in Corrective Actions/Capacity Building	%	3.00	5.00	30.00
Governance Performance				
Employees Receiving Ethics Training	%	100	63.32	100
Reports Generated via Whistleblowing Procedures	Case(s)	0	0	0
Confirmed Corruption Incidents	Case(s)	0	0	0
Confirmed Information Security Incidents	Case(s)	0	0	0
Percentage of Operational Locations with ISO 27001-Certified Information Security Management Systems (ISMS) Relative to Total Operational Sites	%	0	100	100
Percentage of Operating Locations with Anti-corruption Management System Certification Relative to Total Operating Locations	%	0	0	0
Percentage of Risk-based Trading Partners Covered by Due Diligence Processes for Corruption and Information Security	%	100	100	100
Percentage of Operating Locations Conducted Internal Audits /Risk Assessments on Specific Business Ethics Issues	%	100	100	100

²⁵ The primary energy source at the Shanghai Zhangjiang Site is purchased electricity. Comprehensive energy consumption calculations refer to GB/T 2589-2020 *General Principles for Comprehensive Energy Consumption Calculation*.

²⁶ Scope 2 greenhouse gas emissions at the Shanghai Zhangjiang Site mainly derive from purchased electricity. Accounting is based on the 2023 Electricity CO₂ Emission Factors published by the Ministry of Ecology and Environment of the People's Republic of China.

²⁷ Scope 3 greenhouse gas emissions at the Shanghai Zhangjiang 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.

Appendix II: GRI Standards Index

Instruction for Use		BioDuro prepared this report in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.		
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION REASON	EXPLANATION
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	Into BioDuro		
	2-2 Entities included in the organization's sustainability reporting	Reporting Considerations		
	2-3 Reporting period, frequency and contact point	Reporting Considerations		
	2-4 Restatements of information	Reporting Considerations		
	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.
	2-6 Activities, value chain and other business relationships	Into BioDuro Sustainable Supply Chain		
	2-7 Employees	Talent Attraction		
	2-8 Workers who are not employees	Talent Attraction		
	2-9 Governance structure and composition	Business Ethics		
	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.
	2-11 Chair of the highest governance body	Business Ethics		
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance Business Ethics		
	2-13 Delegation of responsibility for managing impacts	ESG Governance Business Ethics		
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance		
	2-15 Conflicts of interest	Business Ethics		
	2-16 Communication of critical concerns	Business Ethics		
	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.
	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.
	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.
	2-20 Process to determine remuneration	Talent Attraction		
	2-21 Annual total compensation ratio		Confidentiality Restrictions	Due to information confidentiality requirements, this data is temporarily withheld from external disclosure.
	2-22 Statement on sustainable development strategy	Message from the Management		
	2-23 Policy commitments	Business Ethics		
	2-24 Embedding policy commitments	Business Ethics		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Business Ethics Talent Attraction Sustainable Supply Chain		
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics		
	2-27 Compliance with laws and regulations	Please refer to relevant report sections		
	2-28 Membership associations		Not Applicable	The Company has already disclosed relevant information on its official website.
	2-29 Approach to stakeholder engagement	ESG Governance		
	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.
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG Governance		
	3-2 List of material topics	ESG Governance		
Economic performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Into BioDuro Quality Assurance Excellence in Service		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Confidentiality Restrictions	Due to information confidentiality requirements, this data is temporarily withheld from external 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.
	201-3 Defined benefit plan obligations and other retirement plans	Talent Development		
	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	3-3 Management of material topics	Talent Development		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Talent Development		
	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	3-3 Management of material topics	Building Together		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Building Together		
	203-2 Significant indirect economic impacts	Building Together		
Procurement practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable Procurement		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		Information Gap / Incompleteness	This information has not yet been incorporated into the ESG management framework and is temporarily unavailable for external disclosure.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION REASON	EXPLANATION
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Key Performance Table		
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics		
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics		
Anti-competitive behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics		
Tax				
GRI 3: Material Topics 2021	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	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.
	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.
	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.
	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	3-3 Management of material topics	Green Operations		
GRI 301: Materials 2016	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.
	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.
	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	3-3 Management of material topics	Green Operations		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Key Performance Table		
	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.
	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.
	302-4 Reduction of energy consumption	Green Operations		
	302-5 Reductions in energy requirements of products and services	Green Operations		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION REASON	EXPLANATION
Water and effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Green Operations		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Green Operations		
	303-2 Management of water discharge-related impacts	Green Operations		
	303-3 Water withdrawal	Key Performance Table		
	303-4 Water discharge	Key Performance Table		
	303-5 Water consumption	Key Performance Table		
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Environmental Management		
GRI 304: Biodiversity 2016	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.
	304-2 Significant impacts of activities, products and services on biodiversity	Environmental Management Green Operations		
	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.
	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	3-3 Management of material topics	Addressing Climate Change		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Key Performance Table		
	305-2 Energy indirect (Scope 2) GHG emissions	Key Performance Table		
	305-3 Other indirect (Scope 3) GHG emissions	Key Performance Table		
	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.
	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.
	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.
	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.
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	Green Operations		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Green Operations		
	306-2 Management of significant waste-related impacts	Green Operations		
	306-3 Waste generated	Key Performance Table		
	306-4 Waste diverted from disposal	Key Performance Table		
	306-5 Waste directed to disposal	Key Performance Table		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION REASON	EXPLANATION
Supplier environmental assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainable supply chain		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable supply chain		
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain		
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Attraction		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Key Performance Table		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Development		
	401-3 Parental leave	Talent Development		
Labor/management relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Attraction		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Talent Attraction		
Occupational health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety		
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety		
	403-3 Occupational health services	Occupational Health and Safety		
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety		
	403-5 Worker training on occupational health and safety	Occupational Health and Safety		
	403-6 Promotion of worker health	Occupational Health and Safety		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety		
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety		
	403-9 Work-related injuries	Key Performance Table		
	403-10 Work-related ill health	Occupational Health and Safety		

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION REASON	EXPLANATION
Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Development		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Key Performance Table		
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Development		
	404-3 Percentage of employees receiving regular performance and career development reviews	Key Performance Table		
Diversity and equal opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Attraction		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Talent Attraction		
	405-2 Ratio of basic salary and remuneration of women to men	Key Performance Table		
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Attraction		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Talent Attraction		
Freedom of association and collective bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Attraction		
GRI 407: Freedom of Association and Collective Bargaining 2016	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	3-3 Management of material topics	Talent Attraction		
GRI 408: Child Labor 2016	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	3-3 Management of material topics	Talent Attraction		
GRI 409: Forced or Compulsory Labor 2016	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	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	410-1 Security personnel trained in human rights policies 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	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	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	3-3 Management of material topics	Building Together		
GRI 413: Local Communities 2016	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.
	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	3-3 Management of material topics	Sustainable Supply Chain		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain		
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain		
Public policy				
GRI 3: Material Topics 2021	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	415-1 Political contributions		Not Applicable	
Customer health and safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Quality Assurance		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality Assurance		
	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	3-3 Management of material topics	Excellence in Service		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Excellence in Service		
	417-2 Incidents of non-compliance concerning product and service information and labeling	Excellence in Service		
	417-3 Incidents of non-compliance concerning marketing communications	Excellence in Service		
Customer privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Information Security		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security		

Topic	Metric	Code	Location
Ethical Marketing	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 scientists and research and development staff	HC-BP-330a.1	Talent Attraction
	1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	Appendix I: Key Performance Table
Business Ethics	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 implements the United Nations Sustainable Development Goals (SDGs), promotes the synergistic coexistence of corporate business value and societal value, and is committed to advancing toward a sustainable future for society as a whole through shared value creation.

UN SDGs	BioDuro's 2025 Responsive Actions
	We have established a comprehensive and multi-dimensional development pathway covering all stages of an employee's journey from onboarding to promotion, including orientation, professional deepening, and management leadership enhancement. For each type of program, we have customized evaluation models and implemented a two-way feedback mechanism to ensure the continuous improvement of the training system, thereby fostering deep mutual benefits between talent growth and organizational transformation.
	The uniqueness of every employee is fully respected at BioDuro. We explicitly prohibit any form of discrimination based on race, color, social class, nationality, ethnicity, region, religious belief, gender, sexual orientation, marital status, or physical disability. Upholding the principles of fairness and respect, we are taking concrete actions to break down biases and jointly build a diverse workplace ecosystem that is open, warm, and inclusive.
	We continuously optimize water resource management efficiency and are committed to enhancing water utilization efficiency. In daily operations, the Company actively implements various advanced technologies and consistently upgrades water facilities through detailed optimization measures to minimize water waste to the greatest extent. Through these initiatives, we have achieved significant results in saving more than 2,000 m3 of water per month.
	We have established a diversified compensation system in accordance with the law, comprising fixed salaries, performance-based bonuses, and various allowances. We comply with minimum living wage standards and provide competitive compensation and benefits to our employees. The structure of compensation and the rules for its disbursement are clearly defined in the Employee Handbook, which is incorporated as a mandatory component of new employee onboarding training to ensure that every employee has a clear understanding of the salary policy upon joining.
	We drive the acceleration of drug development processes comprehensively with innovation as our core and infrastructure as our foundation. We advance green chemistry processes, substantially improve solvent and energy utilization efficiency, strengthen waste recycling, and continuously refine our R&D structure by expanding professional experimental platforms and solidifying compound libraries and standard warehousing systems to enhance resource management effectiveness. Our commitment to technological innovation and superior quality has led us to receive the 2025 Outsourced Pharma CDMO Leadership Award, underscoring the Company's benchmark status in the fields of drug development and production.
	We have integrated the principle of equality throughout talent acquisition, compensation and benefits, promotion pathways, and development systems to ensure that all employees receive fair treatment and full dignity at every stage of their careers. We require all new hires to participate in systematic training that includes anti-discrimination policies, thereby establishing a cultural foundation of equality and respect from the outset. During the reporting period, we continued to optimize the diversity composition of key positions: women accounted for 36% of the Board (Executive Committee), and employees from minority groups and vulnerable populations comprised 21% of senior management, promoting equitable development within the organization.

UN SDGs	BioDuro's 2025 Responsive Actions
	As a key participant in the urban ecosystem, we support sustainable urban development through environmental management practices. We strictly manage waste and ensure compliant disposal of hazardous waste. In terms of carbon emission reduction, we actively enhance energy efficiency management and reduce energy consumption to contribute to the low-carbon transition of cities.
	We uphold our commitment to sustainable production and consumption, striving to minimize the ecological footprint of our production processes while continuously enhancing energy efficiency and resource utilization. We implement responsible marketing and rigorous quality control by selecting suppliers that meet environmental standards and quality requirements through our Sustainable Procurement Policy and Supplier Code of Conduct, thereby building a sustainable supply chain. During the reporting period, 100% of the target suppliers for BioDuro had signed the Supplier Code of Conduct.
	Faced with the severe challenges of global climate change, we have established science-based emission reduction targets verified by the Science Based Targets initiative (SBTi). The 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 Scope 3 emission reductions. In alignment with this commitment, we continuously explore diversified low-carbon transformation pathways. By fully implementing carbon inventories and meticulously analyzing carbon data across the value chain, we have developed a climate action framework that integrates target planning, pathway implementation, and data monitoring, thereby contributing corporate efforts to mitigate global warming.
	We are committed to deeply integrating ESG standards into our daily management systems, establishing an efficient and transparent governance structure, and maintaining an absolute "zero tolerance" stance towards misconduct such as fraud. By strictly complying with laws and regulations and conducting regular integrity education for employees, we have built a business ethics assurance mechanism. In 2025, 99.74% of employees at BioDuro received business ethics training, and no incidents related to corruption, bribery, or unfair competition occurred.
	We consistently regard business ethics, anti-corruption compliance, and human rights protection as the core pillars of corporate operations. The Company strictly aligns with the highest international standards, adhering to the 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. Guided by these principles, we continuously optimize our corporate governance structure to ensure that every business practice aligns with the long-term vision of sustainable development.

Appendix V: Response to UNGC

Aspect	Principle	Response to SDGs	Chapter
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and		Talent Attraction Talent Development Employee Care
	Principle 2: make sure that they are not complicit in human rights abuses.		
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;		
	Principle 4: the elimination of all forms of forced and compulsory labour;		Talent Attraction
	Principle 5: the effective abolition of child labour; and		Talent Development
	Principle 6: the elimination of discrimination in respect of employment and occupation.		

Aspect	Principle	Response to SDGs	Chapter
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;		
	Principle 8: undertake initiatives to promote greater environmental responsibility; and		Environmental Management Green Operations Addressing Climate Change
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.		Business Ethics

