# 2024 Environmental, Social and Governance Report

Shanghai Henlius Biotech, Inc.



# About This Report

## Report Veriýcation

Henlius has commissioned an external agency to provide independent veriýcation services

The report is published in Simpliýed Chinese, Traditional Chinese and English. In the event of any discrepancy between different versions, the Simpliýed Chinese version shall prevail.

and the ofýcial website of Henlius (_____



# 2024 ESG Highlights

**R&D investment**

**5 ODD/Rare Disease Products in R&D or Launched**

HANSIZHUANG
HLX22

HLX208

**Lean Production**

**Quality Training**

**Product Quality**

**Product Access**

**Workforce Diversity**

**Employee Development**

**Employee Care**

**Employee Communication**

**Occupational Health and Safety**

## Environmental System Certi f cation

## Environmental Investment

## Cooperate Behavior

## ESG Management

## Water Resource Use

4,122,881

5.93%

## Greenhouse Gas Emissions

5.47%

## Compliant Operation

100% signoff of Compliance Conýrmation Letter

## Responsible Marketing

## Total Energy Consumption (Direct Energy Consumption + Indirect Energy Consumption)

2.87%

## VOC Emissions

11.11%

## Information Security

security management system certiýcation

Conducted specialized training on identifying and preventing risks related

## Intellectual Property

## Compliance Emissions

100%

## Proportion of local suppliers introduced to GMP system

## Proportion of local suppliers introduced to projects

## Cost savings in procurement

55.65

## Signing of green supply chain clauses

80%

## Public Welfare Donations

134.84

# About Henlius

Since its inception in 2010, Henlius has built an integrated biopharmaceutical platform with core capabilities of high-efýciency and innovation embedded throughout the whole product life cycle including R&D, manufacturing and commercialization.

**Mission:**

**Vision:**

H E N L U

Maximizing the commercialization value of biosimilars, we continuously explore new targets and mechanisms, constantly expanding into new disease areas and

Commercialization

commercialization strategies, as well as efýcient sales execution capability.

## ESG Management Strategy

Henlius integrates ESG management deeply into its corporate strategy, focusing on ýve core areas to systematically improve ESG performance and build a long-term operational mechanism supporting sustainable development.

# Product Pipeline

HLX10 (serplulimab) + Chemo

HANSIZHUANG (serplulimab)

HLX42

HLX10 (serplulimab) + bevacizumab + Chemo

# Drug Affordability

Guided by the concept of "affordable innovation and reliable quality", Henlius consistently prioritizes patient healthcare needs and integrates "affordability" into the entire lifecycle of pharmaceutical

inclusive commercial insurance, city-customized commercial health insurance, medical mutual aid programs, and innovative payment solutions. These efforts further reduce the ýnancial burden

HANSIZHUANG

customized commercial

## Henlius deepens collaboration with Sinopharm Holdings on Huiminbao initiatives



Tianjin, Guizhou, Shaanxi, Dazhou (Sichuan), Yulin (Guangxi),

secured continued coverage for patients in Huzhou (Zhejiang)

# Drug Access

# R&D Innovation

Guided by patient needs-driven strategies, Henlius prioritizes addressing the most critical unmet clinical needs through targeted R&D

50 molecular entities, encompassing monoclonal antibodies, multispeciýc antibodies, antibody-drug conjugates (ADCs), and fusion proteins.

Company is accelerating the advancement of immune-oncology combination therapies centered on HANSIZHUANG (serplulimab) and multiple

inþammation and neurological diseases:

# Quality-centered

## Quality Management System

GMP regulations and references the most recent industry guidelines issued by key international pharmaceutical organizations, including the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH), the World Health Organization

Speciýcation (OOS)/Out of Trend (OOT) test result management, complaint handling, supplier and audit management, as well as external

FDA and Brazil's ANVISA, Henlius upgraded its on-line quality management systems during the reporting period. The updates included three key improvements: upgrading and optimizing the Documentum Document Management System (DMS), introducing a new GMP archival

# Quality Management Practice

materials, manufacturing processes, and ýnished products to ensure comprehensive quality management throughout the entire product lifecycle from R&D to commercialization.

and accounts for 5% of their performance evaluation. Employees who fail the test receive a score of zero for this indicator. To further embed

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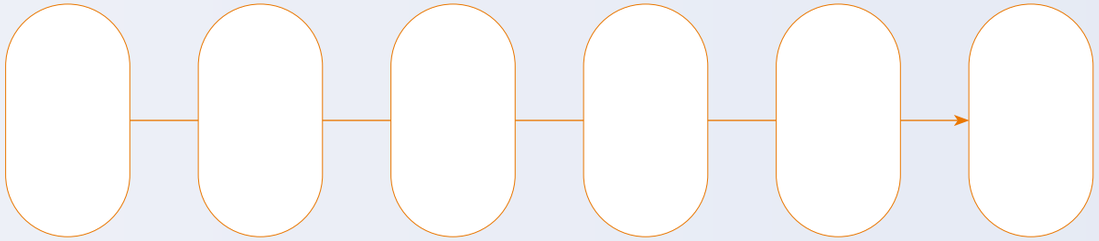
testing, as well as comprehensive testing of drug substances and ýnished products. Additionally, the laboratory is responsible for monitoring

Accreditation Service for Conformity Assessment (CNAS) for the ýrst time. In accordance with relevant standards, the laboratory completed the rectiýcation of 10 items and obtained CNAS certiýcation in the ýrst quarter of 2025. The certiýcation further aligns the laboratory with cGMP and CNAS standards, enhancing its internationalization and testing accuracy. The scope of this certiýcation includes ýve testing categories: microbial limits, bacterial endotoxins, sterility testing, pH, and osmolality. In 2025, the Company plans to expand the CNAS certiýcation scope of

# Product Recall

to optimize its recall management system. This includes clarifying information dissemination, traceability

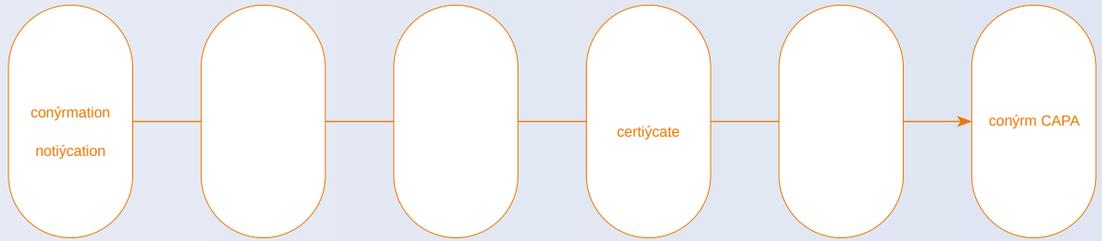
drills evaluate recall efýciency, identify potential risks, and formulate improvement measures, with a particular focus on assessing the timeliness



, Henlius organized a simulated recall exercise for HLX11 Pertuzumab Injection (clinical stage). This exercise included multiple steps such as issuing recall notices, verifying inventory levels, and reconciling customer product inþow and outþow records. These actions were conducted to validate the efýciency of the Companyïs recall process, ensure the accuracy of information, and conýrm the traceability of the entire process.

# Clinical Drug Safety

Enrollment procedures, implementing data anonymization measures to safeguard participant privacy and ensure information security. A "pre-




In 2024, the Company successfully completed FDA and EMA GCP inspections for trastuzumab HANQUYOU and PD-1 inhibitor HANSIZHUANG.

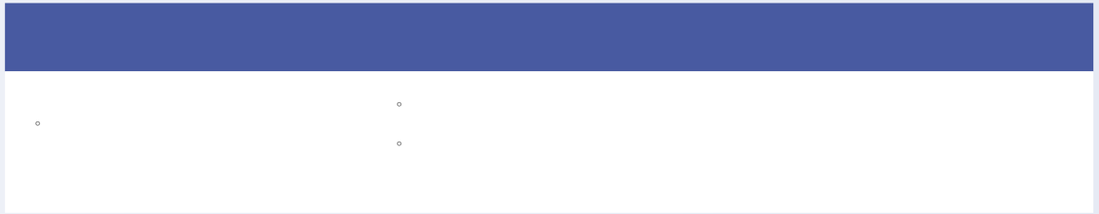

TALENT

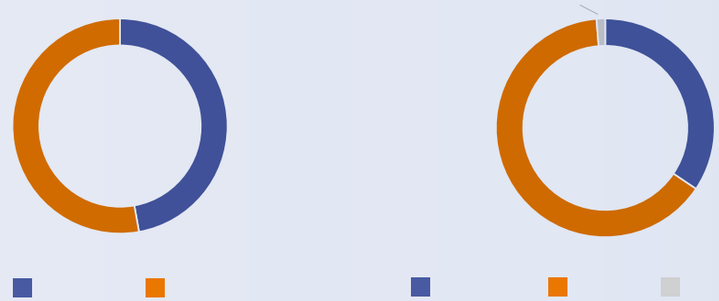
# Employee Rights and Interests and Employment

## Safeguarding Employee Rights and Interests

During the reporting period, our workforce composition was highly diversiẏed, with a balanced gender ratio.







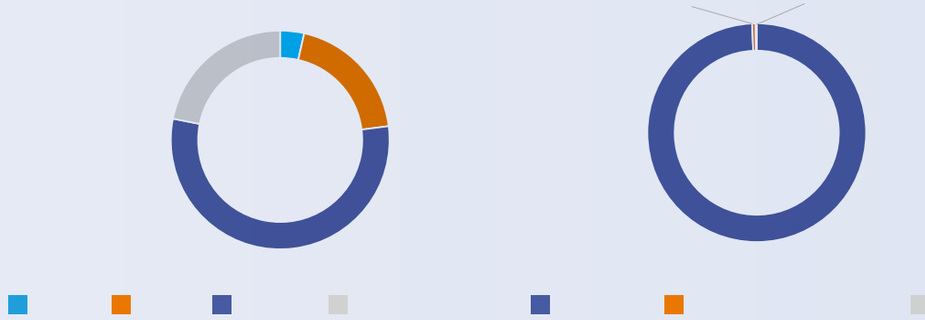


## Fostering a Diverse Talent Pool

_____ to building a culture of mutual growth, and attract talents through diversiẏed recruitment channels.

Diversiẏed recruitment channels





# Deep Cultivation of Talents

system. Through accurate identiýcation of learning objectives and integration of legacy and new modules, internal and external training, we help employees to set learning target and improve work eýciency.

In 2024, Henlius continued to provide job-speciýc development training programs, helping them develop essential skills while aligning personal

signiýcant improvements in organizational eýciency.

Henlius supports the long-term career planning of its employees by supporting for degree programs and certiýcations for all employees with special equipment operation, hazardous chemicals management, precursor chemicals handling, and Professional Certified Management Accountant(PCMA). During the reporting period, 144 employees obtained qualiýcation certiýcations, among which 3 were management-level qualiýcations.

## Partners with educational institutions to develop joint training programs

In 2024, Henlius strengthened its partnership with educational institutions Yeehong Business School to deliver customized training on

## Henlius' Graduate traineeship program

- Grievance Reporting: If the communication outcome does not meet expectations, employees may formally ýle a

timely investigation and resolution, enabling employees to raise concerns appropriately and safeguarding their rights with conýdence.

upward communication and escalation procedure. Organizational development experts were assigned to collaborate with heads of ýrst-tier departments to ensure closed-loop follow-up and responses to all grievance reporting, while strictly protecting the conýdentiality of

above the market average. Based on this achievement, Henlius was recognized as an HR Asia Best Companies to Work for in Asia award

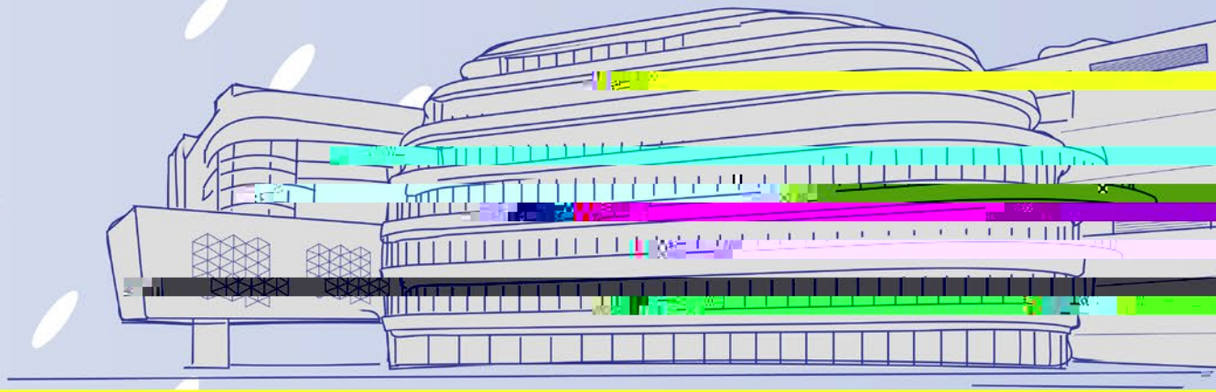
# Occupational Health and Safety

## Health and Safety Management

Comprehensive Occupational Disease Hazard Risk Assessment" in occupational health management, reflecting its industry-leading risk control capabilities.  In addition, the annual occupational disease hazard factor testing results meet the national standards of GBZ 2.1-2019 "Occupational Exposure Limits for Hazardous Factors in the Workplace - Part 1: Chemical Hazardous Factors" and GBZ 2.2-2007 "Occupational Exposure Limits for Hazardous Factors in the Workplace - Part 2: Physical Factors", ensuring a safe and compliant working environment.

exposure to employees in hazardous positions. Moreover, there was 0 working day lost due to work-related injuries at Henlius. There have been

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| | Programs focused on enhancing employees knowledge of hazardous waste classiýcation and disposal procedures. |
| | Production facilities jointly organized online training sessions integrated with reward quizzes, achieving full staff |
| | Xuhui and Songjiang facilities organized EHS activities addressing safety, ýre prevention, environmental protection, |
| | |



# ENVIRONMENT

# Tackling Climate Change

Henlius actively fulýlls its environmental responsibilities and is committed to reducing the impact of its business operations on the environment.

## Governance

This framework ensures that climate change issues are integrated into corporate management processes, enabling systematic and efýcient

Henlius has established a systematic and standardized management system in ESG governance and climate risk management. Moving forward,

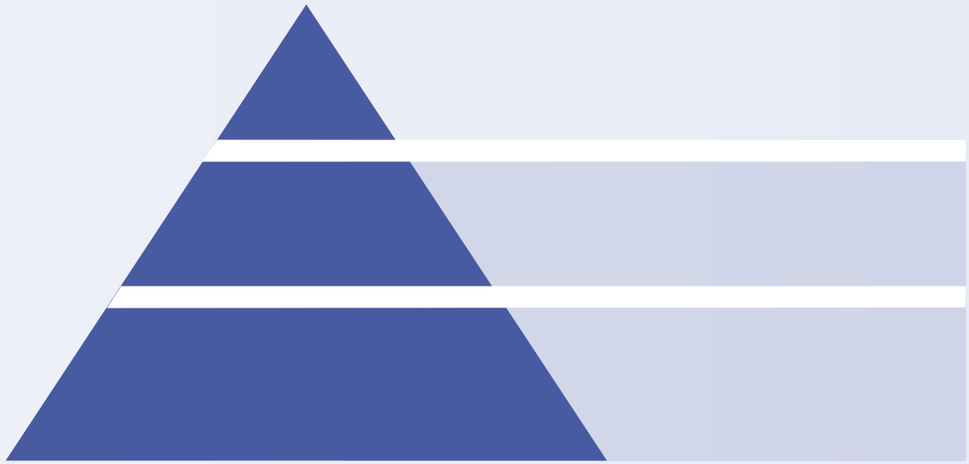
thereby contributing to the realization of global sustainable development goals.

# Strengthening Environmental Management

## EHS Management System

We have optimized and upgraded our environmental management system in line with the Company's strategic plan, clearly deýning the speciýc responsibilities of each level of the organization to ensure precise implementation of environmental management tasks. The environmental

environmental, health, and safety management. Through this eýcient and systematic management framework, we ensure that environmental,



certiýed to ISO 14001:2015, while the remaining sites are actively advancing ISO certiýcation to fully implement environmental management

## Environmental Audits

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| | All ýndings addressed via the *Hazard Rectiýcation Process* |
| Certiýcation Audit | ◦ Internal audit ýndings and<br>◦<br>ISO 14001:2015 certiýcation |

distribution system. By replacing inefýcient traps with high-performance models, steam leakage was resolved, signiýcantly improving system efýciency and reducing natural gas consumption by 5.53% year-on-year.

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| Energy-saving retroýtting projects led by the Engineering Department in 2024, with cross- |
| ◦ Optimized equipment operation logic to ensure optimal load performance.<br>◦ Reduced peak energy usage by minimizing active equipment.<br>◦<br>◦<br>◦<br>◦ Optimized water-for-injection (WFI) distribution by switching from cold to thermal circulation, avoiding temperature þuctuations during idle periods. |
| ◦<br>◦ Modiýed the puriýed water preparation system to operate only during production, saving water resources while ensuring quality through periodic þushing.<br>◦ Shut down air handling units (AHUs) in idle cleanrooms, with pre-restart sanitization.<br>◦ |

and local regulations, integrating efýcient water use into production

optimizing puriýed water system utilization. At the Xuhui Facility, RO membranes wer ,&placed an® ᵐ ᶠ,&~tur

Assessment for key energy-consuming units in the industrial and communications sectors, ranking among the top ýve performers in the district.

## Green Ofýce Practices

Henlius is committed to continuously optimizing resource efýciency and advancing resource-conserving development. We uphold the core concept of "green ofýce" and deeply integrate it into management systems and employee education. In 2024, we continued to implement the comply with local regulations and systematically optimize the full lifecycle management of packaging materials. On one hand, we innovate pro ] ò ɔ ᴰ ʊ ɣ ᴀ ɹ ᵆ ts redu materibɔ nabɔ anˋ ƫhau resourcˋᵛ efýcien ^ ˋ sˋ thc hand ƫ

# Emissions Management

Henlius ýrmly adheres to all applicable laws and regulations, policies, to ensure that w ’ , em I ssions, and

Shanghai-Speciýc:

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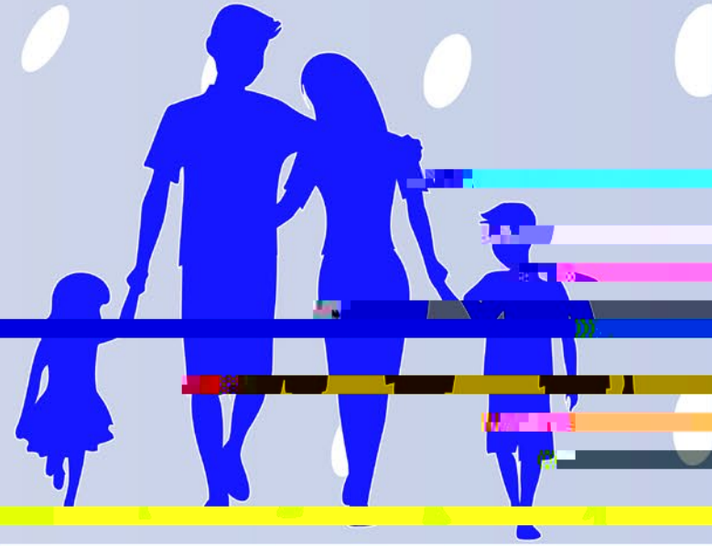
- *Standard for Pollution Control on Hazardous Waste Storage*
- *Technical Speciýcations for Collection, Storage and Transportation of Hazardous Wastes*
- *Standard for Pollution Control on the Storage and Landýll Site of General Industrial Solid Wastes*

adjusting departmental responsibilities and waste treatment requirements to further standardize hazardous waste management. Detailed requirements for classiýcation, packaging, and other aspects were clariýed.

During the reporting period, Xuhui Facility enhanced its hazardous waste management by upgrading the temporary storage warehouse beyond

*Standard for Pollution Control on Hazardous Waste Storage (GB 18597-2É dd*

# SOCIAL



# Post-Quali f cation Management

promptly evaluate and adjust collaboration strategies. We reýned performance evaluation criteria for GMP material suppliers and key suppliers,

# Building a Caring Community

initiatives. In 2024, the Company prioritized and organized several impactful campaigns, including the "Pink Power" Breast Cancer Care

## "Pink Power" Breast Cancer Care Initiative

Co-organized by Shanghai Fosun Foundation and Shanghai



## 2024 Love Lung Charity Ride



# Industry Collaboration and Development

committees, contributing to policy advocacy, trend analysis, and market development. In 2024, Henlius participated in high-proýle international

production, storage, and transportation environments. It provides early warnings for anomalies, promptly identiýes potential safety risks, and enhances regulatory eýciency.

technology partnerships. These efforts aim to explore the clinical eýcacy of novel therapies and better address unmet clinical needs for patients


CORPORATE
GOVERNANCE

# Corporate Governance and Management

## Board Structure



## Board Operation

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| | transactions, connected transactions, ýnancial loans/guarantees, personnel-related matters (primarily subsidiaries, and matters related to privatization. |
| | appointment of external auditors, and matters related to privatization. |

revisions and reýnements implemented based on practical outcomes.

During the reporting period, the meetings of the Board's specialized committees were held as follows:

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## Risk Management

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Since 2017, we have engaged EY as the auditor for the Group's ýnancial reports. As of the end of the reporting period, their auditor tenure has

dispatched employees and contractors). Employees were required to ýnish our training on
and other anti-corruption regulations, and pass online compliance test. A Compliance Conýrmation Letter would be issued for those who passed the test, which marked the completion of the annual compliance certiýcate, and as a part of the employees' annual performance review. During the reporting period, all employees completed training, examinations, and certiýcation signoffs, with a 100% sign-off

Additionally, Henlius emphasizes the promotion of business ethics and anti-corruption awareness at the board level. During the reporting period,

## Protecting Information Security

system certiýcation. During the reporting period, no major information security incidents occurred in the Company.

management. Additionally, with customer authorization, we conduct regular data backups to ensure rapid data recovery in the event of hardware

## Protecting Intellectual Property

Henlius ýrst obtained certiýcation for the

# Appendix I: Key Performance Table

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| | Waste generation and signiýcant waste-related impacts |
| | Management of signiýcant waste-related impacts |
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| | Operations and suppliers at signiýcant risk for incidents of child labor |
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| | Operations and suppliers at signiýcant risk for incidents of forced or compulsory labor |
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| | Policies on minimising the issuer's signiýcant impacts on the environment and natural resources. |
| | Description of the signiýcant impacts of activities on the environment and natural resources and the actions taken to manage them. |
| : | Policies on identiýcation and mitigation of signiýcant climate-related issues which have impacted, and those which may impact, the issuer. |
| | Description of the signiýcant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. |

## B. Social

| | |
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| | (b) compliance with relevant laws and regulations that have a signiýcant impact on the issuer<br>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other beneýts and |
| | (b) compliance with relevant laws and regulations that have a signiýcant impact on the issuer<br>relating to providing a safe working environment and protecting employees from occupational hazards. |
| : | |

(b) compliance with relevant laws and regulations that have a signiýcant impact on the issuer

(b) compliance with relevant laws and regulations that have a signiýcant impact on the issuer

# Appendix IV: Feedback

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1,Rfcos_jgrwmdgldmpk_rgmlbgqajmqcbglrfc0.02 Fcljgsq CQE Pcnmprgq8

2,Ufgafmdrfcdmjjmugle_pc_qglrfc0.03 Fcljgsq CQE Pcnmprlccbrm`cqrpclerfclcb8

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