



2025

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT

Shenzhen Kangtai Biological Products Co., Ltd.

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About BioKangtai

Founded in 1992, Shenzhen Kangtai Biological Products Co., Ltd. (Stock Code: 300601) is dedicated to the research and development, production and sales of human vaccines. It has now developed into an innovative biopharmaceutical enterprise with strong R&D capabilities, a rich product portfolio, a leading industrial scale and remarkable international development in China.

The Company has established 5 major R&D and industrial bases in Shenzhen and Beijing, and built diversified R&D platforms covering live attenuated viral vaccines, inactivated viral vaccines, genetic engineering protein vaccines, bacterial polysaccharide vaccines, bacterial polysaccharide conjugate vaccines, combined vaccines, viral vector vaccines, mRNA vaccines and new adjuvant technologies, laying a solid foundation for the transformation of cutting-edge vaccine technology achievements into practical applications.

Relying on its strong technological reserves and achievement transformation capabilities, the Company has 14 products approved for market launch or emergency use, including core varieties such as the world's first 60 µg hepatitis B vaccine, the "Dual-Carrier 13-Valent Pneumococcal Polysaccharide Conjugate Vaccine", and China's first approved "Four-Dose Regimen" Human Diploid Cell Rabies Vaccine. Its marketing and distribution network covers 31 provinces, autonomous regions and municipalities directly under the Central Government of China. In addition, the Company has continuously improved its "short-term + medium-term + long-term" stepped R&D pipeline, with nearly 30 pipeline candidates under development, including pentavalent vaccines, hexavalent vaccines, quadrivalent inactivated enterovirus vaccines (Vero cells), 24-valent pneumococcal vaccines, Klebsiella pneumoniae vaccines, and recombinant hepatitis B vaccines (*Saccharomyces cerevisiae*, 60µg) for preventing HBsAg reversion in patients with chronic hepatitis B who have achieved clinical cure, Respiratory Syncytial Virus(RSV) vaccine, RSV-human metapneumovirus(hMPV) combined vaccine and so on, basically covering all key vaccine categories worldwide.

The Company has deeply pursued an internationalization strategy and successively signed cooperation agreements with partners from more than 20 countries, forming an international cooperation network covering Southeast Asia, South Asia, the Middle East, Central Asia, Africa, Eastern Europe, Latin America and other regions, promoting an upgrade from "product export" to "technology export". By building a diversified international cooperation network and overseas marketing system, the Company has continuously expanded into emerging markets, enhanced global vaccine supply capacity, supported the development of public health systems in developing countries, and helped narrow the global health gap.

In the future, the Company will be driven by the dual engines of innovative R&D and globalization, strengthen breakthroughs in cutting-edge technologies and iterative pipeline reserves, keep abreast of cutting-edge trends and industrial transformation opportunities in the biomedical sector, and deploy high-quality tracks aligned with its development strategy and industrial layout to consolidate its core competitive advantages. Meanwhile, it will accelerate its global strategic layout, expand overseas markets, enhance international competitiveness, strive to become a world-renowned multinational biopharmaceutical enterprise, and contribute greater strength to the global public health cause.



Corporate Culture

Corporate Tenet

Create better vaccines, benefit human health.

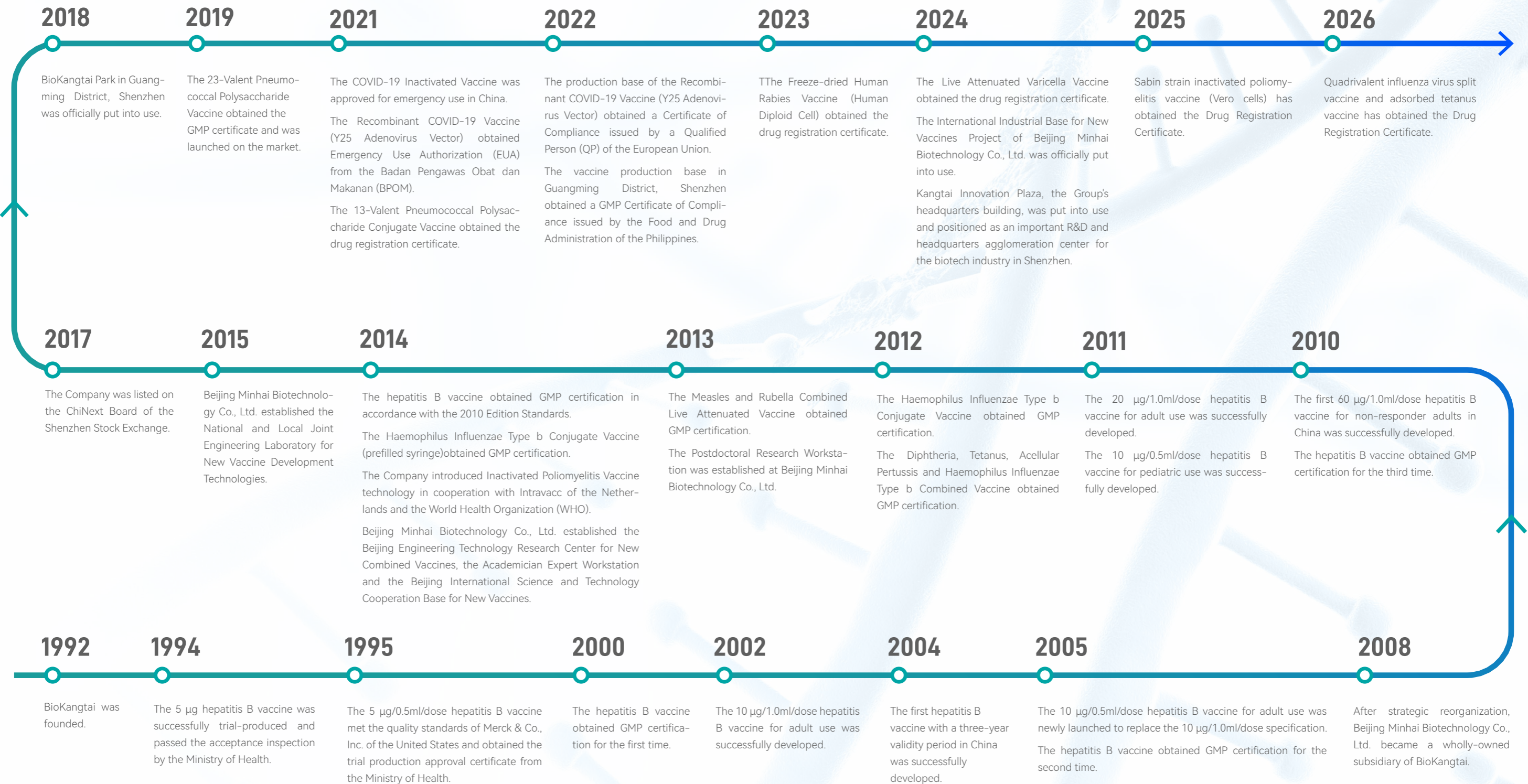
Core Values

Integrity, Efficiency, Innovation, Synergy, Excellence.

Corporate Vision

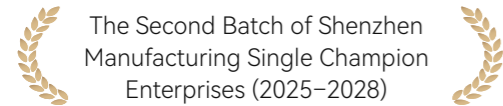
To become a century-old multinational biopharmaceutical group leading domestically and internationally

Development History



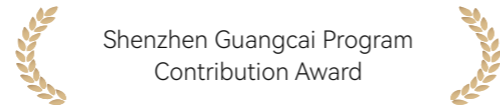
Corporate Honors 2025

BioKangtai



The Second Batch of Shenzhen Manufacturing Single Champion Enterprises (2025-2028)

Industry and Information Technology Bureau of Shenzhen Municipality



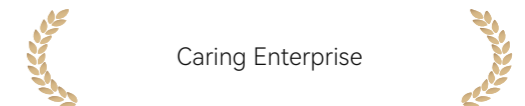
Shenzhen Guangcai Program Contribution Award

CPC Shenzhen Municipal Committee, Shenzhen Municipal People's Government



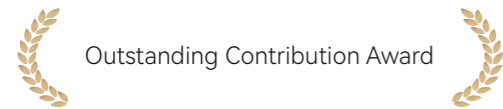
2025 Top 100 Industry Leader Enterprises in Shenzhen

Shenzhen Industry Leader Corporate Development and Promotion Association, Shenzhen Economic Daily



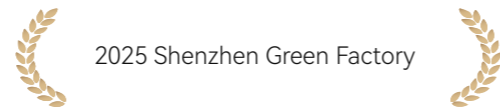
Caring Enterprise

Federation of Industry and Commerce (Chamber of Commerce), Matian Subdistrict, Guangming District, Shenzhen



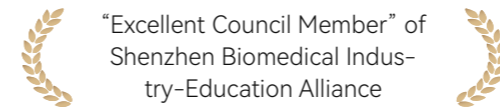
Outstanding Contribution Award

Federation of Industry and Commerce (Chamber of Commerce), Matian Subdistrict, Guangming District, Shenzhen



2025 Shenzhen Green Factory

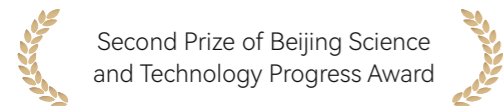
Industry and Information Technology Bureau of Shenzhen Municipality



"Excellent Council Member" of Shenzhen Biomedical Industry-Education Alliance

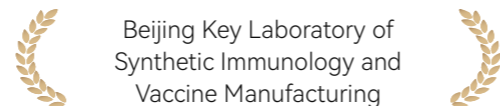
Shenzhen Biomedical Industry-Education Alliance

BioMinhai



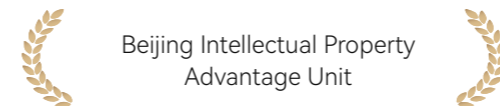
Second Prize of Beijing Science and Technology Progress Award

People's Government of Beijing Municipality



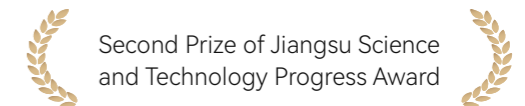
Beijing Key Laboratory of Synthetic Immunology and Vaccine Manufacturing

Beijing Municipal Science and Technology Commission



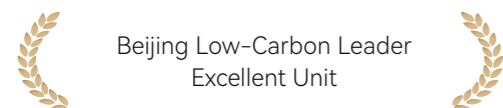
Beijing Intellectual Property Advantage Unit

Beijing Municipal Intellectual Property Office



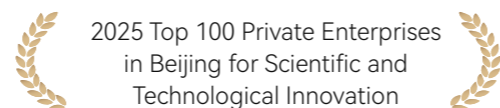
Second Prize of Jiangsu Science and Technology Progress Award

People's Government of Jiangsu Province



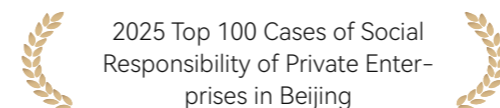
Beijing Low-Carbon Leader Excellent Unit

Beijing Municipal Bureau of Ecology and Environment



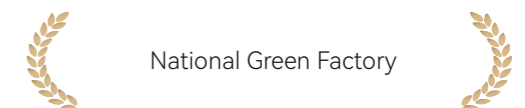
2025 Top 100 Private Enterprises in Beijing for Scientific and Technological Innovation

Federation of Industry and Commerce of Daxing District



2025 Top 100 Cases of Social Responsibility of Private Enterprises in Beijing

Federation of Industry and Commerce of Daxing District






National Green Factory

Ministry of Industry and Information Technology of the People's Republic of China

Sustainable Development Governance

ESG Management

Guided by the concept of sustainable development, the Company regards ESG management as a critical element of corporate development and actively engages in the development of the ESG system with a long-term strategic vision. To further strengthen ESG governance, the Company has incorporated ESG responsibilities into the functions of the Strategy Committee and defined its ESG management duties and authority in the Detailed Rules for the Work of the Strategy Committee of the Board of Directors.

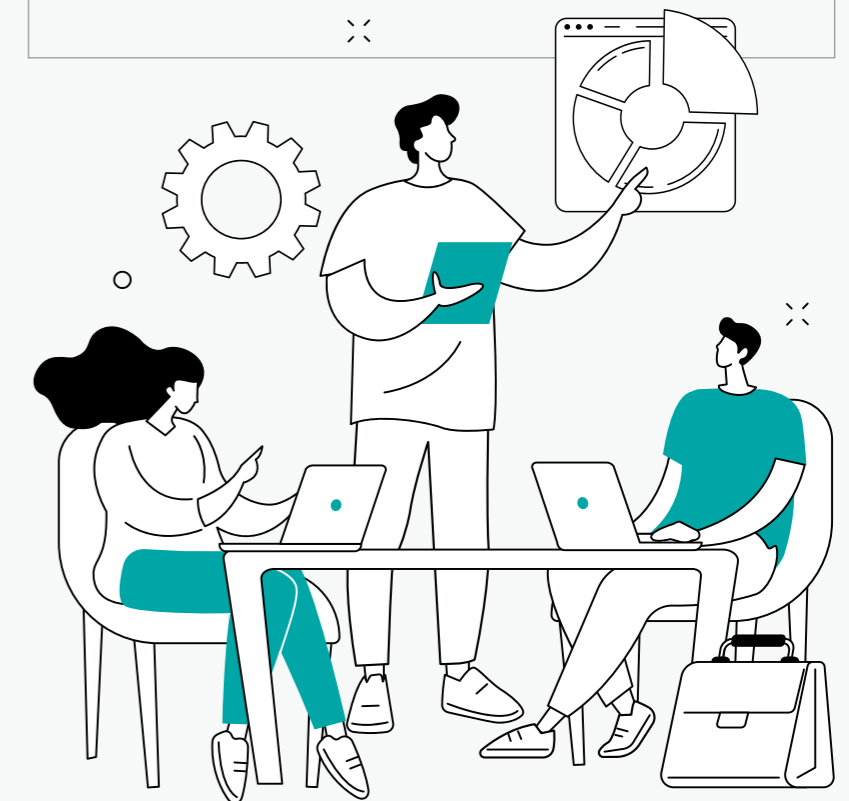
Level	Composition	Responsibilities
 Decision-Making Level	Board of Directors/Strategy Committee of the Board of Directors	<ul style="list-style-type: none"> Decide on and approve the Company's ESG strategy to ensure alignment with the Company's long-term development strategy; Review and approve the Company's ESG policies, objectives and key performance indicators, and supervise their implementation; Oversee the identification, assessment and management of material ESG risks and opportunities of the Company; Review and approve the Company's annual sustainable development report and other material ESG disclosures.
 Management Level	ESG Working Group	<ul style="list-style-type: none"> Review the Company's ESG strategy, objectives, policies and material topics, and report to the Board of Directors and its special committees; Examine the assessment results of material ESG risks and opportunities, and coordinate various departments to formulate countermeasures; Review the Company's annual sustainable development report to ensure its completeness and accuracy; Promote the consistent implementation of the ESG strategy at all levels of the Company, and coordinate ESG-related work among various departments.
 Implementation Level	Relevant Departments	<ul style="list-style-type: none"> Implement the Company's ESG strategic plans in light of respective businesses, improve ESG policies of various departments, and advance the achievement of ESG objectives; Conduct ESG risk identification, assessment and control for respective businesses, and report material risks in a timely manner; Regularly collect and analyze ESG-related data, and report on the completion of ESG performance; Cooperate in the completion of ESG information disclosure, project implementation, stakeholder engagement and other tasks; identify and promote ESG best practices, participate in training, and facilitate experience sharing and continuous improvement among various departments.

Key Performance

During the reporting period, the Company

7

ESG training sessions and seminars






Risk and Opportunity Identification

The Company assesses environment-, social- and governance-related risks and opportunities in accordance with the COSO Enterprise Risk Management Framework, conducts identification, supervision and management of ESG governance-related topics and activities, and promotes the effective implementation of the sustainable development strategy. In 2025, the Company did not experience any material risk incidents in the ESG domain.

Stakeholder Communication

The Company understands and responds to the expectations and demands of various stakeholders through standardized and systematic stakeholder communication procedures, so as to enhance the Company's operation and management capabilities and sustainable development capacity.

Stakeholders	Shareholders and Investors	Government and Regulatory Authorities	Management Level	Employees	Customers	Partners	Community Partners
 <p>Stakeholder Representatives</p>	<ul style="list-style-type: none"> Investors Potential investors 	<ul style="list-style-type: none"> Governments and competent authorities at all levels Shenzhen Stock Exchange China Securities Regulatory Commission 	<ul style="list-style-type: none"> Members of the Board of Directors Senior Management Department Heads 	<ul style="list-style-type: none"> Ordinary employees 	<ul style="list-style-type: none"> Domestic and overseas customers 	<ul style="list-style-type: none"> Suppliers Contractors Partners 	<ul style="list-style-type: none"> Surrounding communities Universities and research institutions ESG rating agencies Media Industry associations, etc.
 <p>Stakeholder Concerns</p>	<ul style="list-style-type: none"> Corporate business and fundamentals Strategic development direction of the Company Financial performance and market prospects of the Company Corporate governance and risk management capabilities 	<ul style="list-style-type: none"> Law-abiding and compliant operations Response to climate change and carbon neutrality Contributions to local economic and industrial development 	<ul style="list-style-type: none"> Strategic implementation and market competitiveness of the Company Efficient corporate management structure Profitability of the Company 	<ul style="list-style-type: none"> Competitive salary and welfare benefits Comprehensive training system Open and transparent career development paths Workplace health and safety 	<ul style="list-style-type: none"> Product quality and delivery capability Information security and privacy protection Green and low-carbon products 	<ul style="list-style-type: none"> Technical strength and cooperation stability Fair, impartial, open and transparent procurement environment Technical empowerment and industrial development Market and sales support 	<ul style="list-style-type: none"> Contribution to sustainable community development Sharing of corporate development achievements Reduction of environmental impact
 <p>Communication and Engagement Methods</p>	<ul style="list-style-type: none"> Information disclosure Shareholders' meetings Investor research, roadshows and strategy conferences Hotline and email Hudongyi Platform Performance briefings and other communication activities 	<ul style="list-style-type: none"> Information disclosure Participation in relevant meetings Communication through industry associations and other institutions Supervisory Check for Compliance 	<ul style="list-style-type: none"> Regular work reports Management meetings Specialized training Email addresses Enterprise collaborative office platform 	<ul style="list-style-type: none"> Labor unions Email addresses Enterprise collaborative office platform 	<ul style="list-style-type: none"> Pre-sales communication After-sales service Routine communication (e.g., customer visits) Third-party training Customer audits 	<ul style="list-style-type: none"> Supplier training On-site audits and communication Project cooperation Regular visits 	<ul style="list-style-type: none"> Face-to-face communication Public welfare activities Hotlines for complaints Media briefings Regular communication and feedback Project cooperation Official websites, official WeChat accounts and other public channels

Material Topic Identification

Based on the topics covered in the Self-Regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No.17 – Sustainable Development Reports (for Trial Implementation) (hereinafter referred to as the “Guidelines”), the Company conducts an in-depth analysis of its business structure and operation model, carries out research and analysis on stakeholders through surveys, and systematically identifies material topics that are intrinsically closely linked to the Company’s business activities and occupy a prominent position in the stakeholder concern matrix.






Aspect	Definition	Materiality Analysis Dimension
Impact Materiality	Whether the Company’s performance on the relevant topic may have actual or potential material impacts on the economy, society and the environment.	<ul style="list-style-type: none"> • Likelihood of occurrence of the impact • Scale, scope and irreparability of the impact
Financial Materiality	Whether the topic is expected to exert material impacts on the Company’s business model, business operations, development strategies, financial position, operating results, cash flows, financing methods and costs in the short, medium and long term.	<ul style="list-style-type: none"> • Likelihood of occurrence of the impact • Extent of financial impact

○ BioKangtai Dual Materiality Analysis Process for Topics



○ Topic List

In the process of identifying material topics for 2025, BioKangtai has fully considered the following five factors, identified and selected 25 topics in light of the Company’s actual operations, and analyzed the impacts, risks and opportunities of each topic.

Dimension	Analysis Logic
 Corporate Development Strategy	Focusing on the international strategy of steady progress featuring the parallel development of “bringing in” and “going global”, the Company sorts out ESG topics highly relevant to its core competitiveness and future development direction.
 Macroeconomic Policies	In accordance with national and local laws, regulations and policy documents, the Company extracts ESG topics binding or guiding various business segments to ensure that topic setting complies with policy orientations.
 Stakeholder Identification and Response	By identifying major stakeholder groups and combining their key concerns and communication methods, the Company defines ESG topics requiring key responses to enhance the responsiveness and relevance of topics.
 Rating and Information Disclosure Guidelines	With reference to mainstream ESG rating and disclosure standards including MSCI, SASB and the Shenzhen Stock Exchange, the Company ensures that topic selection features international vision and industry applicability.
 Peer Benchmarking Analysis	By benchmarking the disclosure priorities of peers on ESG topics, the Company ensures that topic setting is industry-comparable and forward-looking.

○ ESG Topic Library of BioKangtai 2025

ESG Topic Library of BioKangtai 2025

Environmental	Climate Change Response, Pollutant Emission and Waste Disposal, Ecosystem and Biodiversity Conservation, Environmental Compliance Management, Energy Utilization, Water Resource Utilization, Circular Economy, Cleaner Production, Biosafety
Social	R&D and Innovation, Tech Ethics, Product and Service Safety and Quality, Supply Chain Security, Equal Treatment for SMEs, Employees (Protection of Employee Rights and Interests, Employee Training and Development, Occupational Health and Safety), Rural Revitalization, Social Contribution, Health and Medical Accessibility
Corporate Governance	Due Diligence, Stakeholder Communication, Anti-Commercial Bribery and Anti-Corruption, Anti-Unfair Competition, Compliant Operation and Risk Management, Data Security and Customer Privacy Protection, Pharmacovigilance

○ Impact Materiality Assessment

In accordance with the Guidelines, the Company assesses the impact materiality of sustainable development-related topics from the two dimensions of likelihood and severity of impacts. Among them, the likelihood of impact is assessed from the three dimensions of impact scale, scope and irreparability.

The Company has identified the key concerns of different stakeholders, ranked the impact materiality of the 25 topics on BioKangtai in combination with expert judgments, and derived a list of impact material topics in accordance with the set impact materiality threshold.

Topics with Impact Materiality

<ol style="list-style-type: none"> 1 Climate Change Response 2 Energy Utilization 3 Circular Economy 4 Cleaner Production 5 Environmental Compliance Management 6 Pollutant Emission and Waste Disposal 7 Biosafety 8 Water Resource Utilization 9 Ecosystem and Biodiversity Conservation 	<ol style="list-style-type: none"> 1 R&D and Innovation 2 Product and Service Safety and Quality 3 Supply Chain Security 4 Employees 5 Health and Medical Accessibility 6 Equal Treatment for SMEs 7 Tech Ethics 8 Rural Revitalization 9 Social Contribution 	<ol style="list-style-type: none"> 1 Pharmacovigilance 2 Anti-Commercial Bribery and Anti-Corruption 3 Compliant Operation and Risk Management 4 Data Security and Customer Privacy Protection 5 Stakeholder Communication 6 Due Diligence 7 Anti-Unfair Competition
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○ Financial Materiality Assessment

The Company assesses the financial materiality of sustainable development-related topics across three time horizons: short term (within 1 to 2 years inclusive), medium term (3 to 5 years inclusive) and long term (more than 5 years), from the two aspects of likelihood of occurrence and extent of financial impact.

In the specific analysis process, the Company has set judgment values for the extent of financial impact based on historical pre-tax profits, analyzed the likelihood of occurrence of risks and opportunities of each topic in the short, medium and long terms and their impact on financial expectations, ranked the financial materiality of the 25 topics with reference to expert opinions, and derived a list of financial material topics in accordance with the set financial materiality threshold.

Topics with Financial Materiality

1 Climate Change Response

2 Energy Utilization

1 R&D and Innovation

2 Product and Service Safety and Quality

3 Supply Chain Security

1 Pharmacovigilance

○ Topic Materiality Assessment Results

The Company has comprehensively summarized the impacts, risks and opportunities of material topics, and disclosed relevant management actions and effectiveness in this report. For topics with financial materiality, the Company conducts focused disclosure in accordance with the four-element framework of “Governance”, “Strategy”, “Impacts, Risks and Opportunities Management” and “Indicators and Targets”.

Materiality of impact on the economy, society, and environment

E

Environmental Compliance Management, Pollutant Emission and Waste Disposal, Biosafety, Water Resource Utilization, Circular Economy, Cleaner Production

S

Employees, Health and Medical Accessibility, Equal Treatment for SMEs, Tech Ethics

G

Anti-Commercial Bribery and Anti-Corruption, Compliant Operation and Risk Management, Data Security and Privacy Protection, Stakeholder Communication, Due Diligence

Ecosystem and Biodiversity Conservation, Rural Revitalization, Social Public Welfare, Anti-Unfair Competition



R&D and Innovation



Product and Service Safety and Quality



Supply Chain Security



Pharmacovigilance



Energy Utilization

Climate Change Response

Due Diligence

Topic	Impact Scope			Impacts	Risks	Opportunities	Impact Cycle			Management Strategies
	Upstream	Operations	Downstream				Short-term	Medium-term	Long-term	
R&D and Innovation	✓	✓	✓	Cost increase / Revenue growth	Large investment in R&D pipeline with uncertain commercialization, technological platforms lagging behind competitors, and pressure on long-term competitiveness.	Incremental revenue brought by the launch of multivalent combination vaccines and blockbuster new products; platform technologies such as mRNA lay the foundation for future growth.	✓	✓	✓	Dynamically adjust R&D strategies according to key milestones, continuously invest in cutting-edge technology platforms and promote international certification.
Product and Service Safety and Quality		✓	✓	Cost increase / Revenue reduction	Unqualified batch release, challenges to quality consistency brought by scale expansion, and decrease of public trust caused by industrial crises.	Intelligent manufacturing and full-process traceability enhance regulatory trust; application of new technologies drives quality iteration.	✓	✓	✓	Implement comprehensive quality management, realize full life cycle traceability based on digitalization, and continuously optimize by benchmarking international standards.
Supply Chain Security	✓	✓		Cost increase / Revenue reduction	Risk of supply disruption due to import dependence on key materials, impact of extreme weather on cold-chain logistics, and increasingly stringent ESG compliance requirements.	Domestic substitution reduces costs; IoT monitoring and intelligent early warning improve resilience; green supply chain facilitates global market access.		✓	✓	Implement multi-source supply and safety stock strategies, promote domestic substitution, and build a digital emergency and green logistics system.
Pharmacovigilance		✓	✓	Cost increase / Revenue reduction	Regulatory penalties and public opinion crises caused by improper handling of adverse reactions; amplified impact of incidents due to public sensitivity.	Active monitoring accumulates real-world data to support product improvement; efficient emergency mechanism enhances public trust.	✓	✓	✓	Build a multi-channel monitoring system, implement dual risk assessment, and improve the compensation mechanism based on commercial insurance.
Energy Utilization		✓		Cost increase / Cost saving	Rising energy prices push up costs, supply shortages cause production interruptions, and carbon trading increases compliance burdens.	Energy-saving technological transformation reduces unit energy consumption; application of renewable energy cuts long-term electricity costs.	✓	✓	✓	Establish an energy management system, improve metering and optimize processes, and promote renewable energy substitution.
Climate Change Response	✓	✓	✓	Cost increase / Revenue reduction	Extreme weather impacts facilities and logistics, carbon policies increase compliance costs, and climate-related information disclosure requirements become stricter.	Low-carbon vaccines meet emerging demands; climate-resilient supply chain enhances robustness; improved ESG rating boosts financing attractiveness.		✓	✓	Strengthen climate change risk assessment and response capacity development, formulate emergency rescue plans for extreme weather, establish an emergency response mechanism and optimize cold-chain logistics.

Analysis Table of Impacts, Risks and Opportunities of Financially Material Topics of BioKangtai in 2025

Governance with Integrity for Steady and Sustainable Corporate Development

PART 01

Key ESG Topics in this Chapter

Standardized Governance

Internal Control, Compliance and Risk Management

Business Ethics

Information Security Protection

Pharmacovigilance

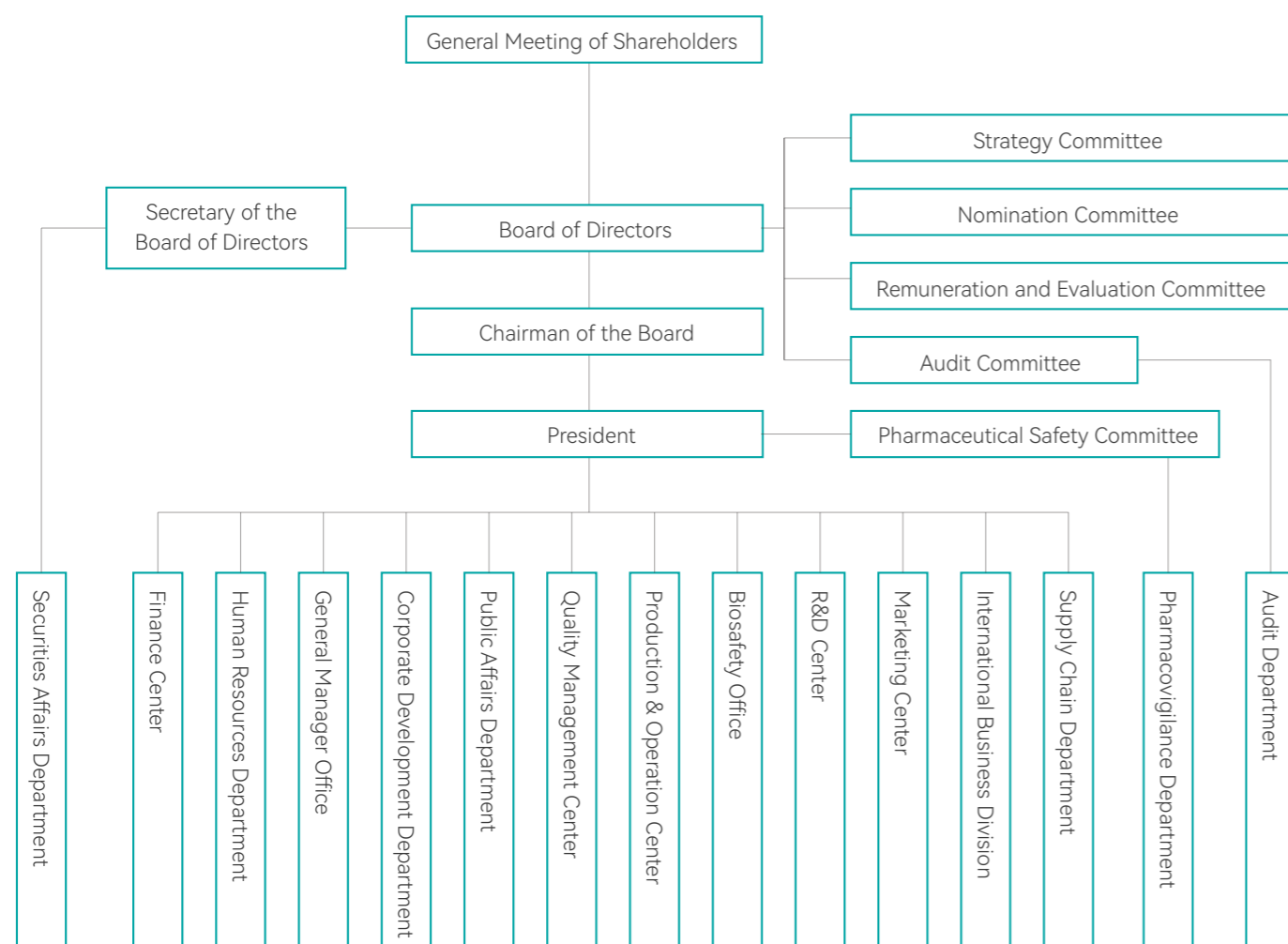
SDGs Addressed



Standardized Governance

Governance Structure

In accordance with the requirements of laws and regulations including the Company Law of the People’s Republic of China, the Securities Law of the People’s Republic of China and the Self-Regulatory Guidelines for Listed Companies of Shenzhen Stock Exchange No.2–Standardized Operation of GEM Listed Companies, BioKangtai has established a well-defined and mutually constraining governance structure composed of the general meeting of shareholders, the board of directors (with various special committees thereunder) and the management team. The Company has formulated the Rules of Procedure for the General Meeting of Shareholders, the Rules of Procedure for the Board of Directors and the Working Rules for the President, which specify the responsibilities, authorities, rules of procedure and decision-making procedures of the general meeting of shareholders, the board of directors and the management team, so as to ensure the standardized operation of the Company.



Shareholders’ Meeting



- The Company convenes and holds general meetings of shareholders in strict accordance with the Company Law, the Rules for General Meetings of Shareholders of Listed Companies, the Articles of Association, the Rules of Procedure for General Meetings of Shareholders and other relevant provisions. It treats all shareholders equally, provides convenient conditions for shareholders to attend general meetings, and ensures the full exercise of shareholders’ rights.
- In terms of the protection of minority shareholders’ rights and interests, the Company fully listens to the opinions and suggestions put forward by attending minority shareholders. When reviewing material matters affecting the interests of minority investors, it conducts separate voting counting for the voting results of minority investors, and no decision-making acts impair the interests of minority shareholders.

2025 Performance

general meetings of shareholders

4

adopted proposals

29

Board of Directors



- The Board of Directors consists of **7** directors, including **3** independent directors and **1** employee representative director. The number and composition of the Board of Directors comply with the provisions of laws, regulations and the Articles of Association. The Board of Directors has established an Audit Committee, a Nomination Committee, a Remuneration and Evaluation Committee, and a Strategy Committee. Each committee has clear responsibilities and performs its respective duties, providing professional support and supervision for the decision-making of the Board of Directors and effectively improving the Company’s governance efficiency.
- The backgrounds of the Company’s directors cover diversified fields such as industry and operation management, risk management, financial accounting, etc., with differentiated educational backgrounds, professional experiences, skills and age structures. Such diversity ensures multi-dimensional perspectives and complementary advantages in key areas including strategic planning, risk management and control, and innovative development, laying a solid foundation for scientific decision-making and sustainable development.

2025 Performance

meetings of the Board of Directors

7

attendance rate of directors

100%

adopted proposals

64

Investor Rights Protection

○ Investor Communication

The Company formulates and implements the Information Disclosure Management System and the Investor Relations Management System to carry out investor relations management and information disclosure in an orderly manner, treats all investors equally, and fully safeguards the legitimate rights and interests of investors such as the right to information.

The Company focuses on building a professional investor relations management and value communication system, and unblocks two-way communication channels in the capital market. Through diversified communication channels including the official website, hotline, e-mail, Hudongyi platform, general meetings of shareholders, performance briefings, analyst meetings, roadshows, reception of visits and seminars, the Company conducts open and transparent communication with investors, conveys the Company's strategic value and growth logic, and enhances investors' value recognition.

○ Information Disclosure Management

The Company has formulated and improved the Information Disclosure Affairs Management System, the Inside Information Insider Registration Management System, the Information Disclosure Suspension and Exemption Affairs Management System and other systems, and established a systematic information disclosure management system to ensure the truthful, accurate, complete, timely and fair delivery of information. During the reporting period, there were no false records, misleading statements, material omissions or other improper disclosures in the Company's information disclosure, effectively protecting the legitimate rights and interests of investors. With high-standard information disclosure requirements and practices, the Company was awarded the highest rating – Grade A – in the 2024–2025 Information Disclosure Evaluation of Shenzhen Stock Exchange Listed Companies released by the Shenzhen Stock Exchange.

○ Shareholder Returns

While promoting its own development, the Company has formulated a scientific and stable profit distribution policy based on its actual development and future development plans, and actively repays shareholders through continuous cash dividends. In June 2025, the Company implemented the 2024 annual equity distribution, with a cash dividend of 101 million yuan, accounting for 49.85% of the net profit attributable to shareholders of the listed company in 2024. For the 2025 fiscal year, the Company plans to distribute a cash dividend of 0.35 yuan per 10 shares (tax included) to all shareholders, with a total proposed cash dividend of 39.0925 million yuan (calculated based on the share capital as of March 31, 2026), accounting for 55.58% of the net profit attributable to shareholders of the listed company in 2025. The dividend plan is subject to deliberation and approval by the general meeting of shareholders before implementation. Since its listing, the Company has accumulated cash dividends of 1.925 billion yuan (including the proposed 2025 dividend), with the total accumulated cash dividends accounting for 45.24% of the total accumulated net profit attributable to shareholders of the listed company.

Executive Compensation Management

The Remuneration and Evaluation Committee of the Company's Board of Directors is responsible for formulating the Remuneration Management System for Directors and Senior Management, which has been deliberated and adopted by the Board of Directors and the general meeting of shareholders. The system stipulates that executive compensation consists of basic salary, performance-based salary, insurance and benefits, medium and long-term incentive income, etc., which are comprehensively determined based on factors such as the Company's operating conditions, job responsibilities, personal capabilities and performance appraisal. Among them, the proportion of performance-based salary shall in principle not be less than 50% of the total amount of basic salary and performance-based salary, and a certain proportion of performance-based salary shall be withheld to determine the actual payable proportion and complete payment after the disclosure of the annual report and performance evaluation based on the performance appraisal results. Performance evaluation is conducted based on audited financial data, which closely integrates personal interests with the interests of shareholders and the Company, so as to motivate the core team and improve operating efficiency.



Compliance and Risk Management

○ Compliant Operation

The Company upholds the compliance philosophy of “Compliance Starts from Senior Management, Voluntary Compliance by All Employees, and Compliance Creates Value”. It has formulated the Compliance Management System to regulate compliance management practices, established a compliance management team, and incorporated the effectiveness of compliance management into the performance appraisal of senior management, department heads and employees. In addition, the Company actively fosters a compliance culture through organizing compliance training, distributing compliance manuals, signing compliance commitment letters and other means, establishes the values of law-abiding compliance and integrity, and consolidates the ideological foundation for compliant operation.

Key Performance

Number of employees receiving compliance training	Total hours of employee compliance training	Number of compliance training sessions organized by the Company
150	4	2

○ Risk Management

The Company has formulated the Risk Management and Internal Control System Manual and established the “Three Lines of Defense” risk governance structure. It timely identifies and systematically analyzes internal and external risks in business activities, and develops a risk management inventory.



○ Tax Payment in Accordance with the Law


The Company strictly abides by the Tax Collection and Administration Law of the People’s Republic of China, the Implementation Rules for the Tax Collection and Administration Law of the People’s Republic of China and other relevant provisions, exercises strict control over tax-related work, standardizes the management of tax payment matters, invoice management, tax file management and other work, reduces tax risks and ensures tax compliance.




Business Ethics

○ Anti-Commercial Bribery and Anti-Corruption

BioKangtai has formulated the Anti-Commercial Bribery Compliance Manual and the Detailed Rules for the Implementation of Clean Office Work. The Internal Audit Department is responsible for the administration and implementation of relevant work, and the senior management supervises and administers the Company's anti-corruption work. Meanwhile, the Company opposes all forms of corruption and bribery, imposes standardized requirements on all employees and partners in terms of professional integrity, and adopts a zero-tolerance policy toward unethical commercial practices. In 2025, the Company organized warning education and training for procurement personnel, covering content related to legal risks.



Whistleblowing Hotline: 0755-26988630



Whistleblowing Email: shenjibu@biokangtai.com

2025 Performance	
Total number of employees receiving anti-corruption training	Number of anti-corruption training sessions
150	2

○ Anti-Monopoly and Fair Competition

The Company strictly abides by the Anti-Monopoly Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China and global competition compliance standards, and has established an anti-monopoly compliance management system covering the entire business process. It firmly eliminates acts such as monopoly agreements, abuse of dominant market position, and failure to declare concentration of undertakings in accordance with the law. The Company adheres to the cooperative principles of openness, transparency and non-discrimination, does not impose unreasonable transaction restrictions on partners or implement exclusive and discriminatory arrangements, ensures equal participation of upstream and downstream entities in market competition, and safeguards the legitimate rights and interests of consumers and small and medium-sized partners. Meanwhile, the Company actively fosters a business culture of integrity, compliance and sound competition through regular compliance training, risk self-inspection, supervision and accountability, and promotes the healthy development of the industry with high-standard competition governance.

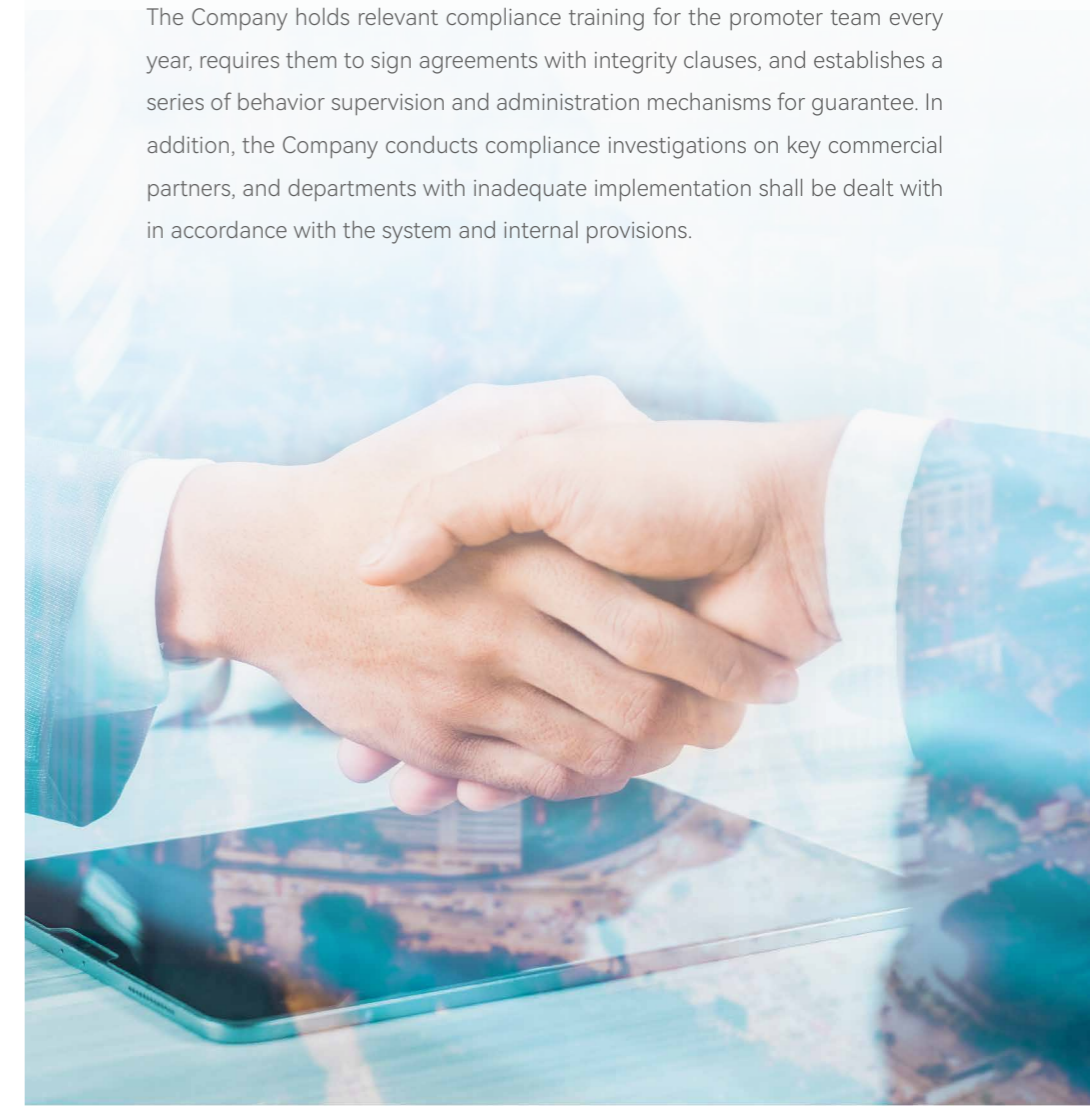
○ Whistleblowing Management Mechanism and Whistleblower Protection

The Company has formulated the Whistleblowing Management System, under which the Audit Department is responsible for the administration and implementation of whistleblowing matters. The Company has established whistleblowing channels for internal and external stakeholders and undertakes to keep whistleblowers' personal information and reporting materials strictly confidential, severely cracking down on any retaliatory acts and imposing strict accountability in accordance with relevant Company regulations upon verification. When receiving whistleblower calls, emails, letters or receiving visiting entities and individuals, the Company shall carefully listen to whistleblowers' statements, inquire about their names, addresses, telephone numbers, reported subjects and details of reported matters, and keep detailed records. After acceptance of a reported matter, the Audit Department organizes corresponding project initiation, investigation, handling and reporting. The Company maintains communication and contact with whistleblowers during investigations; meanwhile, upon approval of the investigation report, the resolution result shall be feedback to whistleblowers within five working days, and a dedicated person shall supervise relevant responsible departments or personnel to implement the handling opinions.

○ Supervision Over Commercial Partners Against Corruption and Bribery

The Company signs the Promoter Compliance Commitment Letter and the Promoter Employee Compliance Commitment Letter with its promoters, explicitly requiring promoters of Kangtai Minhai and their employees not to conduct any commercial bribery acts. Meanwhile, the Company clearly stipulates in the Regional Promotion Service Contract signed with promoters that promoters shall comply with the Anti-Unfair Competition Law of the People's Republic of China, the Interim Provisions on Prohibition of Commercial Bribery and other laws and regulations, and that promoters and their staff within their responsible market areas shall not commit any illegal or irregular improper acts such as explicit or implicit rebates, brokerage fees, cash, marketable securities, shopping cards, physical goods, gifts, dinners, banquets and travel to the Company or departments such as health and disease prevention and control institutions and their staff.


The Company holds relevant compliance training for the promoter team every year, requires them to sign agreements with integrity clauses, and establishes a series of behavior supervision and administration mechanisms for guarantee. In addition, the Company conducts compliance investigations on key commercial partners, and departments with inadequate implementation shall be dealt with in accordance with the system and internal provisions.





Information Security Protection

The Company strictly complies with the Cybersecurity Law of the People’s Republic of China, the Data Security Law of the People’s Republic of China and other laws and regulations. It has formulated the Computerized System Security Management Procedures, Data Classification and Grading Management System, Network and Information System Emergency Plan, Personal Information Confidentiality System and other documents, and assigned 2 full-time information security personnel to build a comprehensive information security management system from five aspects: organization, management, technology, training and supervision. As of the end of the reporting period, the Company has obtained Class II cybersecurity protection certification for its official website, human resource system, Caidie QMS system, LIMS laboratory management system, EMS BMS system and ERP system.



Category	Control Item	Content
 Technical Protection	Encrypted Transmission and Storage	<ul style="list-style-type: none"> The Company adopts TLS version 1.2 or above to encrypt data transmitted over the network, so as to prevent the risk of man-in-the-middle attacks. The Company deploys file encryption on terminal devices including laptops, desktop computers and USB flash drives to ensure that data cannot be read in the event of physical medium loss.
	Access Control	<ul style="list-style-type: none"> The Company implements a role-based access control policy, configures data and system access permissions according to job responsibilities, and applies the principle of least privilege. The Company establishes a periodic permission review mechanism to promptly revoke or adjust unnecessary authorizations.
	Data Leakage Prevention	<ul style="list-style-type: none"> The Company deploys online behavior management and data leakage prevention systems to conduct content audit and abnormal behavior blocking on information such as outgoing emails, instant messages and file transfers.
	File Encryption	<ul style="list-style-type: none"> The Company implements transparent encryption management for sensitive files. Files are automatically encrypted once leaving the authorized internal environment of the enterprise and cannot be decrypted without authorization.

Category	Management Link	Specific Control Requirements
 Management Specifications	Data Collection	<ul style="list-style-type: none"> The Company adheres to the principle of data minimization and only collects personal information directly relevant to business purposes to avoid excessive collection of users’ private data. The Company implements confidential management of all data.
	Data Usage	<ul style="list-style-type: none"> The Company prohibits the export of business data stored in systems to unauthorized terminal devices or external email accounts. All data-related operations are recorded in audit logs to ensure traceability.
	Data Destruction	<ul style="list-style-type: none"> In accordance with data classification and grading policies and retention period requirements, the Company sets automatic cleaning rules for user information and conducts secure deletion upon expiration.

Category	Control Stage	Specific Management Requirements
 Personnel Management	In-service Training	<ul style="list-style-type: none"> All employees are required to sign confidentiality agreements and non-compete agreements upon onboarding and complete specialized training on information security and confidentiality awareness.
	Onboarding Training	<ul style="list-style-type: none"> The Company regularly conducts information security awareness promotion and professional skill training. It implements background checks and more frequent security capability assessments for key position personnel.
	Offboarding Audit	<ul style="list-style-type: none"> The Company implements a standardized offboarding audit process to ensure that system accounts and permissions of departing employees are fully revoked before the effective date of resignation. It reiterates employees’ confidentiality obligations and legal liabilities during employment through exit interviews.

Pharmacovigilance

○ Governance

In accordance with the Pharmaceutical Administration Law of the People’s Republic of China, the Vaccine Administration Law of the People’s Republic of China, the Good Pharmacovigilance Practice and other laws and regulations, Shenzhen Kangtai Biological Products Co., Ltd. has established a Drug Safety Committee composed of heads of relevant departments, with the President serving as Director and the Pharmacovigilance Officer as Executive Director. The Company has established and improved a pharmacovigilance system to ensure its dynamic adaptation to regulatory updates and internal development needs. It has set up an independent Pharmacovigilance Department directly managed by the Pharmacovigilance Officer and reporting to the President. A professional pharmacovigilance data management system has been deployed to realize electronic, standardized and regulated operation of pharmacovigilance workflows.

○ Strategy

The Company regards pharmacovigilance management as a core mission to protect public drug safety. It adheres to regulatory requirements as the benchmark and ensures that all relevant personnel fully perform pharmacovigilance duties and effectively participate in the whole-process management. By efficiently utilizing drug safety information, the Company scientifically carries out risk identification, analysis and control, and continuously maintains the risk-benefit balance of vaccines. It conducts active monitoring, rapid assessment and coordinated disposal of adverse reactions following vaccination, effectively prevents and reduces potential risks, and maximizes the protection of patients and public health.

○ Impact, Risk and Opportunity Management

The Company has established a multi-channel mechanism for the collection and management of Adverse Events Following Immunization (AEFI). Information sources include the National Adverse Drug Reaction Monitoring System (direct reporting system), feedback from regulatory authorities, the 400 service hotline, the frontline sales network, and domestic and international literature retrieval. For risk assessment, the Company implements a dual mechanism: on the one hand, it conducts signal detection for each AEFI report to identify potential risk signals; on the other hand, it carries out a comprehensive assessment every six months to ensure early risk identification and response. Meanwhile, the Company actively cooperates with centers for disease control and vaccination institutions to assist in communication on individual adverse reaction cases. For cases involving compensation, it implements relevant provisions through commercial insurance. It strictly complies with the time limits of national monitoring plans and submits reports by level to ensure the whole process is compliant and controllable.

○ Full-Cycle Pharmacovigilance Management

The Company monitors, analyzes, identifies, assesses and controls risks in clinical research and post-marketing application of products, and formulates corresponding response measures for risks in different links.

Link	Measures
Clinical Research Pharmacovigilance	· Establish management procedures for clinical pharmacovigilance to regulate pharmacovigilance work in clinical trials of products.
Post-Marketing Risk Identification, Assessment and Control	· Formulate the Pharmacovigilance Plan, monitor the occurrence of AEFI in real time, and conduct vaccine safety risk assessment.
Post-Marketing AEFI Monitoring and Reporting	· Actively expand information collection channels, collect AEFI during the use of vaccines produced by the Company through telephone follow-ups, on-site visits and other means, and conduct monitoring and management in accordance with procedures; · Introduces and applies a pharmacovigilance data management system to collect and manage AEFI reports in the clinical trial stage and post-marketing AEFI information.

○ Pharmacovigilance Training

With “protecting patient safety” as the core goal of pharmacovigilance, the Company has formulated the Pharmacovigilance Management Training Procedures. It carries out systematic training for full-time pharmacovigilance personnel and non-full-time pharmacovigilance personnel (covering all employees) in accordance with the Annual Training Plan, so as to strengthen the stable operation of the pharmacovigilance system. In addition, the Company conducts at least one training session on the collection and management of Adverse Events Following Immunization (AEFI) every year. Through such training, employees can gain an in-depth understanding of AEFI monitoring and reporting knowledge, and improve their awareness and capability of reporting safety information.

> Indicators and Targets

The core objective of the Company’s pharmacovigilance management is to ensure the rational use and controllable risks of vaccines. During the reporting period, no new risks requiring special control measures were identified, and the marketed vaccine products demonstrated good safety profiles.



Efficient Operations for Green and Sustainable Development

PART 02

Key ESG Topics in this Chapter

Climate Change Response

Environmental Compliance Management

Pollutant Emission and Waste Disposal

Resource Utilization and Circular Economy

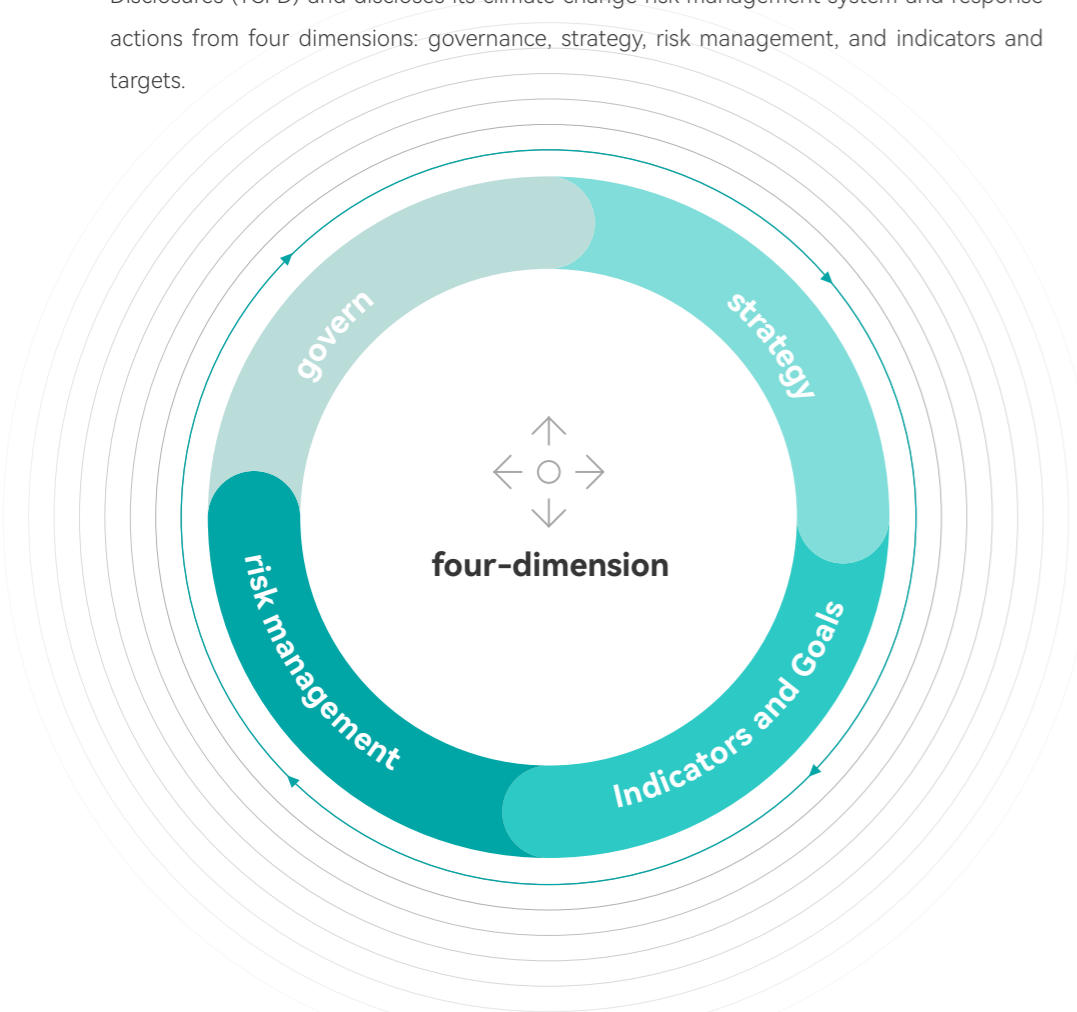
Biodiversity Conservation

SDGs Addressed




Climate Change Response

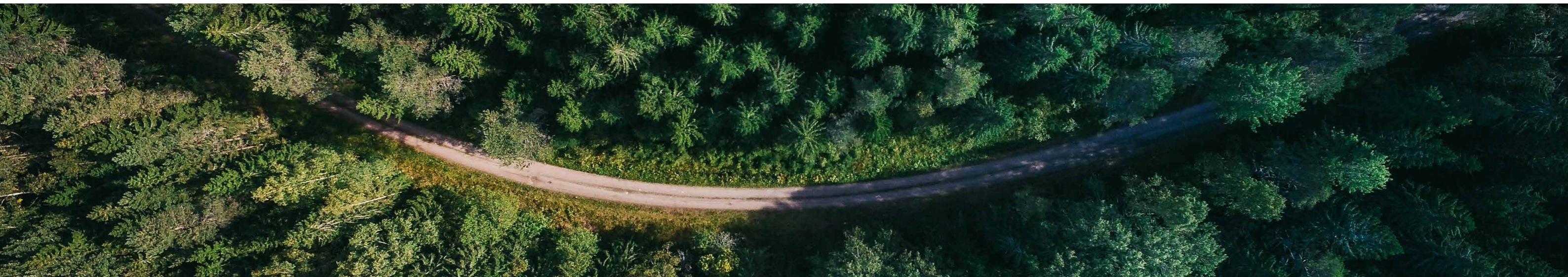
To disclose the Company's climate change response work in a scientific and effective manner, the Company follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and discloses its climate change risk management system and response actions from four dimensions: governance, strategy, risk management, and indicators and targets.



Governance

The Company has established a top-down sustainable development management mechanism, formed a full-time team with professional knowledge, skills, industrial background and experience, and regularly conducts special training to ensure the organization is capable of promoting climate change adaptation, energy conservation and emission reduction and other related work.

Level	Composition	Responsibilities
 Decision-Making Level	Board of Directors / Strategy Committee of the Board of Directors	<ul style="list-style-type: none"> Responsible for reviewing the disclosure of climate-related information in the ESG Report.
 Management Level	ESG Working Group	<ul style="list-style-type: none"> Responsible for collecting the Company's carbon emission information and energy conservation and emission reduction measures, and disclosing relevant information in the ESG Report.
 Implementation Level	Relevant Departments	<ul style="list-style-type: none"> Responsible for the concrete implementation of energy conservation and emission reduction projects, cooperating with the ESG Task Force to provide carbon emission-related information and reviewing the accuracy of such information.



Strategy

In light of forward-looking global trends, the Company conducts multi-dimensional qualitative analysis to identify potential risks such as stricter policies and regulations, accelerated technological substitution, shifting market preferences and insufficient supply chain resilience. Meanwhile, the analysis covers key links including corporate operations (energy use, production processes), supply chain management (supplier carbon performance, recycled material substitution) and the full product life cycle (design, manufacturing, recycling).

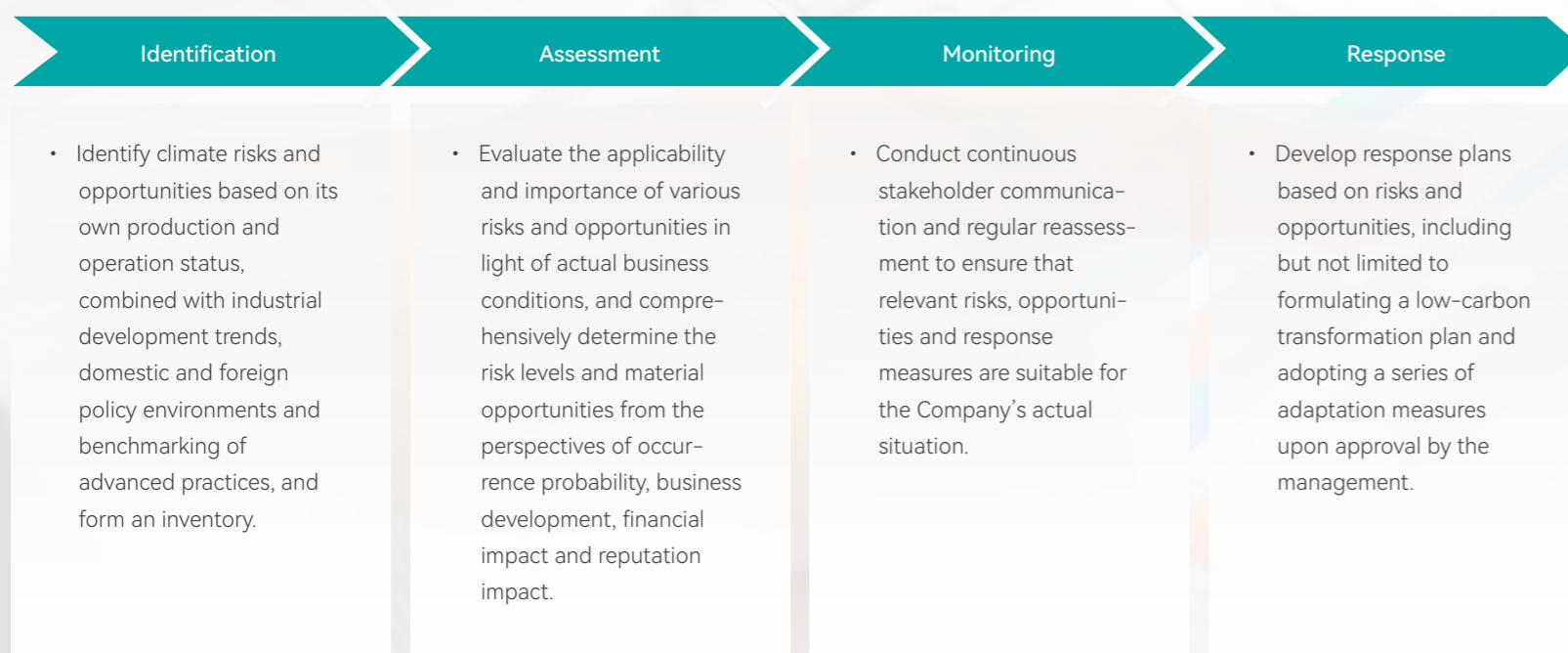


Risk Type	Risk Name	Financial Impact	Time Horizon	Likelihood	Scope of Impact	Response Measures
Physical Risk	Short-Term Risk Extreme weather events (earthquakes, floods, typhoons, etc.)	Cost Increase ↑	Medium, Long Term	High	Upstream value chain (production and logistics)	<ul style="list-style-type: none"> Establish an emergency management mechanism and a diversified supply chain layout to mitigate the impact of sudden disasters on production and logistics.
	Long-Term Risk Sea level rise, water scarcity	Cost Increase ↑	Long Term	High	Upstream value chain, corporate operations	<ul style="list-style-type: none"> Invest in energy-saving technologies and circulating water systems to optimize energy and water use efficiency. Promote renewable energy substitution to reduce operational carbon footprint and energy costs.
Transition Risk	Policy Stricter carbon tax/cap-and-trade policies, upgraded environmental regulations	Cost Increase ↑	Short, Long Term	High	Upstream value chain, corporate operations	<ul style="list-style-type: none"> Promote energy efficiency improvement and equipment renovation to optimize energy efficiency. Increase the proportion of renewable energy use.
	Technology Higher green production standards, stricter environmental technology requirements	Cost Increase ↑	Long Term	High	Corporate operations	<ul style="list-style-type: none"> Increase R&D on green technologies and optimize production processes to reduce energy consumption and emissions.
	Market Customer preference for low-carbon procurement, higher bidding thresholds	Revenue Reduction ↓	Medium, Long Term	Medium	Downstream value chain	<ul style="list-style-type: none"> Proactively adapt to global carbon footprint standards and advance green and low-carbon transformation to ensure product market access and align with market preferences.
	Reputation Damage to brand reputation, which further affects corporate sustainable development	Revenue Reduction ↓	Long Term	Low	Downstream value chain	<ul style="list-style-type: none"> Strengthen sustainable management and information disclosure to maintain brand reputation and safeguard long-term corporate value.

Opportunity Factor	Impact Scenario	Financial Impact	Time Horizon	Likelihood	Scope of Impact	Response Measures
Policy Opportunity	Subsidies for renewable energy, fiscal support for energy-saving technological transformation	Increased green investment and financing opportunities, policy subsidy support	Medium Term	High	Corporate operations	• Proactively apply for government subsidies and tax incentives.
Efficiency Opportunity	Application of energy-saving technologies, intelligent energy management	Decreased operational costs	Long Term	Medium	Corporate operations	• Implement an energy management system and conduct regular energy efficiency audits.
Product Opportunity	R&D of thermostable vaccines, innovation of low-carbon vaccines	Business revenue growth	Medium Term	Medium	Global market	• Increase R&D investment and expand space in emerging markets.
Financial Opportunity	Green credit, rising preference for ESG investment	Reduced financing costs, expanded funding channels	Medium Term	Medium	Corporate operations	• Improve ESG performance.

Impact, Risk and Opportunity Management

The Company has established a systematic identification and assessment process to comprehensively examine the impacts, risks and opportunities of climate change on business operations.



Indicators and Targets

The Company integrates sustainable development into its core strategy and has set clear low-carbon strategic objectives.

2025 Performance

Direct (Scope 1) Greenhouse Gas Emissions

15,000.69 Metric tons of CO₂ equivalent

Greenhouse Gas Emission Intensity

0.33 Metric tons of CO₂ equivalent / Operating Revenue or Sales

Energy Indirect (Scope 2) Greenhouse Gas Emissions

41,496.81 Metric tons of CO₂ equivalent

Greenhouse Gas Emission Reduction

22,065.57 Metric tons of CO₂ equivalent

Key Performance

During the reporting period

Agreed electricity volume,
green electricity

116,400 MWh

Can reduce carbon dioxide
emissions by approximately

96,903 ton

The quantity of green certificates
purchased by Kangtai Biotech

8,180 MWh

Case

BioMinhai Won the Title of “Beijing Low-Carbon Leader”

In 2025, the Beijing Municipal Ecology and Environment Bureau officially released the annual list of “Beijing Low-Carbon Leader” enterprises (6 in total). BioMinhai was successfully selected for the list with its outstanding performance in green manufacturing, energy conservation and carbon reduction, becoming the only enterprise in Daxing District to receive this honor in the year, further consolidating its leading position as a benchmark for low-carbon development in the biopharmaceutical industry.



Environmental Compliance Management

Environmental Compliance Governance

The Company strictly abides by the Environmental Protection Law of the People’s Republic of China and other relevant legal provisions, and has formulated systems such as the Environmental Protection Management Procedures and Environmental Aspects and Hazard Identification and Control Procedures, which stipulate environmental monitoring, environmental information declaration, environmental emergency response and other contents to standardize environmental behaviors and reduce pollutant emissions.

The Company’s EHS Committee serves as the environmental protection management body, with the Safety and Environmental Office under it responsible for daily environmental management. The Company requires all employees to sign EHS target responsibility letters, and links environmental management performance to the quarterly performance appraisal of middle and senior management. Meanwhile, the Company has formulated the Emergency Plan for Environmental Emergencies to improve the emergency response mechanism for environmental emergencies; through environmental protection training, it continuously enhances employees’ environmental management awareness and professional capabilities. During the reporting period, the Company and its subsidiaries did not receive any administrative penalties for violations of environmental protection laws and regulations. As of the end of the reporting period, Shenzhen Kangtai Biological Products Co., Ltd. and BioMinhai had obtained ISO 14001 environmental management system certification.

During the reporting period

Carry out environmental emergency drills

2

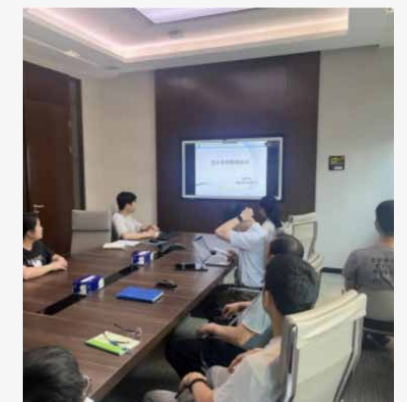
Completion rate of environmental hazard rectification

97.3 %

Case

Organizing Environmental Protection Training

The Company enhances employees’ environmental management awareness and professional capabilities through environmental protection training. During the reporting period, the Company carried out training including Solid Waste Management Training and General Industrial Solid Waste Training, and organized environmental engineers to participate in the Shenzhen Environmental Protection Director Competence Improvement Assessment held by the Shenzhen Municipal Bureau of Ecology and Environment, who obtained qualified certificates.



Solid Waste Management Training

Cleaner Production

The Company actively promotes green processes, such as improving the ethanol application process for multivalent vaccines to reduce solvent consumption, and adopting advanced testing methods such as nuclear magnetic resonance to replace part of traditional reagents. BioKangtai Biological Products Co., Ltd. has been awarded the title of “Shenzhen Green Enterprise”, and BioMinhai has won the national-level “Green Factory” and “Beijing Green Factory” titles.

☆ Case

BioMinhai Awarded “National Green Factory”

In 2025, the Ministry of Industry and Information Technology of the People’s Republic of China released the 2024 Green Manufacturing List. After rigorous review and multi-level selection, BioMinhai was successfully awarded the honorary title of “National Green Factory” for its outstanding performance in green manufacturing, energy conservation, emission reduction and sustainable development. This represents the highest recognition for the Company’s commitment to building an environment-friendly and resource-conserving enterprise.



BioMinhai Won the Honor of “Five-Star Green Credit Enterprise”

In 2025, at the “Daxing District · Langfang City World Environment Day Main Event”, BioMinhai once again won the honor of “Five-Star Green Credit Enterprise” for its excellent performance in the construction of the green credit system. This is the fourth consecutive year that the Company has received this environmental honor since 2022, highlighting its benchmark status in the coordinated environmental development of the Beijing-Tianjin-Hebei region. The “Five-Star Green Credit Evaluation” conducts stringent assessment from five dimensions: environmental compliance, energy conservation and emission reduction, resource recycling, management innovation and social responsibility.



Biosafety

The Company has established a Biosafety Committee that strictly follows national standards including the general requirements for pathogenic microorganism laboratories, formed a complete system of institutional documents, and formulated and implemented biosafety risk assessment rules. Risk assessment is conducted before the introduction or use of pathogenic microorganisms, covering environmental sensitivity, pathogenicity, prevention and treatment conditions, hardware facilities and other aspects, with the commitment to achieving “zero accidents” in biosafety management. Specific measures include preventing personnel exposure, controlling waste gas and wastewater discharge to meet standards, and ensuring no pathogenic microorganism leakage or infection incidents. As of the end of the reporting period, all indicators of the Company have been achieved, all testing results over the years are qualified, and no safety incidents have occurred.

Measure	Content
Hardware Support	<ul style="list-style-type: none"> Laboratories adopt directional airflow design; waste gas is discharged after multi-stage high-efficiency filtration, and filter materials are regularly replaced and inspected.
Personnel Protection	<ul style="list-style-type: none"> Operators are equipped with disposable protective clothing, and sterilizable reusable protective equipment is used in key operation areas.
Waste Disposal	<ul style="list-style-type: none"> All items taken out of the operation area must be disinfected. Infectious waste is sterilized at high temperature and pressure before being handed over to qualified third-party institutions for disposal.
Wastewater Treatment	<ul style="list-style-type: none"> Laboratory wastewater is transported through pipelines to an inactivation system, inactivated by heating or chemical methods (such as alkalization, chlorine-containing disinfectants) according to the characteristics of pathogenic microorganisms, and discharged to the sewage station for further treatment after passing verification, before finally entering the municipal pipe network.
Emergency Preparedness	<ul style="list-style-type: none"> Emergency plans for various scenarios are formulated, and at least one comprehensive emergency drill is organized every year.

Key Performance

During the reporting period

The inactivation rate of laboratory waste is

100 %

Pollutant Emission and Waste Disposal

The Company strictly abides by the Law of the People's Republic of China on the Prevention and Control of Air Pollution, the Law of the People's Republic of China on the Prevention and Control of Water Pollution and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and has formulated the Solid Waste Management System, the Workshop Drainage Management System and the Waste Gas Emission Management System. The EHS Committee acts as the administrative body, and the Safety and Environmental Protection Office is responsible for daily administration. Meanwhile, the Company regularly organizes special training such as Solid Waste Management Training and Hazardous Waste Management Training to continuously strengthen employees' environmental awareness and professional competence. In terms of operation monitoring, the Company adopts a combination of manual monitoring and automatic monitoring to ensure that all pollutants are discharged up to standards.



○ Wastewater Management

> Generation Sources

Mainly domestic sewage and production wastewater.

> Monitoring Indicators

COD, ammonia nitrogen, total nitrogen, pH, total phosphorus, etc.

> Management Objective

Strictly comply with national standards, with a **100%** compliance rate of wastewater discharge.

> Treatment Methods

- Production wastewater and pretreated domestic sewage are discharged into the sewage treatment station, and discharged into the municipal sewage pipe network after treatment up to standard; clean water enters the reclaimed water station for advanced treatment, part of the effluent from the reclaimed water station is reused for greening in the plant area, and the rest is discharged to the main wastewater outlet of the plant area.
- An online wastewater monitoring system is installed to monitor the indicators in wastewater in real time; a third party with CMA qualification is entrusted to sample and test wastewater in accordance with the requirements of the pollutant discharge permit.
- The sewage treatment station adopts the treatment process of "collecting tank + grid + regulating tank + biological oxidation + disinfection".
- A professional environmental protection engineering unit is entrusted to be responsible for the operation and management of the sewage treatment station, conduct daily safety inspections of sewage treatment facilities in the plant area, and promptly follow up on fault handling.

○ Waste Gas Management

> Generation Sources

Volatile organic waste gas generated in the production process, volatile organic waste gas generated in R&D and quality inspection experiments, malodorous waste gas from animal rooms and sewage treatment stations, flue gas from boiler rooms, catering waste gas from canteens, etc.

> Monitoring Indicators

Non-methane total hydrocarbons, acetone, phenols, odor concentration, canteen oil fumes.

> Management Objective

Strictly comply with national standards, with a **100%** qualified rate of waste gas emission.

> Treatment Methods

- High-efficiency filters + activated carbon adsorption are adopted for volatile organic waste gas.
- Ion deodorization + activated carbon adsorption are adopted for waste gas from the sewage treatment station.
- Integrated turbulent spray deodorization is adopted for waste gas from animal rooms.
- Mechanical-electrostatic composite oil fume purifiers are adopted for catering waste gas.

○ Solid Waste Management

> Generation Sources

General industrial solid waste includes waste packaging materials of raw and auxiliary materials, waste filter media for pure water/soft water preparation, etc.; hazardous waste includes waste drugs, waste organic solvents, waste chemical reagents, laboratory waste liquid and other hazardous wastes generated in operation.

> Monitoring Indicators

- For general industrial solid waste, the total annual generation volume and recyclable utilization rate are tracked.
- For hazardous waste, characteristic indicators such as toxicity, corrosivity and flammability are tracked by hazardous waste category.

> Management Objective

100% qualified rate of hazardous waste treatment service providers, **0** environmental accidents caused by hazardous waste leakage, **100%** legal disposal rate of hazardous waste.

> Treatment Methods



General industrial solid waste

- After centralized collection, it is recycled by material recycling companies; non-recyclable waste is regularly cleared and disposed of by the sanitation department.



Hazardous waste

- All departments collect and transfer it to the Safety, Fire Protection and Energy Office, which contacts companies with hazardous waste disposal qualifications for transshipment and treatment. The hazardous waste temporary storage room meets safety requirements such as leakage prevention, fire prevention and explosion prevention, and is equipped with corresponding emergency supplies.

☆ Case

Emergency Drill for Organic Solvent Leakage in Hazardous Waste Warehouse

In November 2025, BioKangtai carried out an emergency drill for organic solvent leakage in the hazardous waste warehouse. The drill aimed to improve on-site operational proficiency of personnel and the coordinated combat capability of all departments in emergency response and disaster relief from three aspects: operation specifications, emergency disposal and risk awareness.



Emergency Drill for Organic Solvent Leakage in Hazardous Waste Warehouse

Indicator

2025 Performance

Total Wastewater Discharge	1,196,225.064 Cubic meter
Total General Solid Waste	116.604 Ton
Total Hazardous Waste	254.211149 Ton

Resource Utilization and Circular Economy

Energy Utilization

○ Governance

In accordance with the Energy Conservation Law of the People’s Republic of China, Energy Management Systems—Requirements with Guidance for Use and other laws and regulations, the Company has established an Energy Management Committee with an energy management team under it. The team is headed by the production director and composed of personnel from various departments, and has formulated the Energy Management System to standardize energy management. Meanwhile, the Company has formulated systems such as the Energy Reward and Punishment Regulations, integrating energy management and energy conservation into performance appraisal. It attaches great importance to the cultivation of employees’ energy conservation awareness and carries out training on warehousing energy conservation measures, energy control implementation plans and other contents. As of the end of the reporting period, the Company had obtained ISO 50001 energy management system certification.

○ Strategy

The Company fully taps the energy-saving potential of all links by establishing a systematic action plan covering improved metering, equipment elimination, process optimization and behavior standardization. By incorporating energy conservation and consumption reduction into performance appraisal and cultural construction, the Company guides all employees to participate in technological innovation and process improvement. Relying on regular supervision, inspection and reward-punishment mechanisms, it continuously improves energy utilization efficiency, reduces operating costs and consolidates the foundation for green factory construction.

○ Impact, Risk and Opportunity Management

The Company regularly entrusts third-party institutions to conduct energy audits to fully understand its energy management level and energy consumption status, identify problems and weak links in energy utilization, tap energy-saving potential, seek energy-saving directions, reduce energy consumption and production costs, and improve corporate economic benefits.

○ Key Practices of Energy-Saving Technologies

Project Name	Operation Status and Effect
Thermal Insulation of High-Temperature Equipment and Facilities	<ul style="list-style-type: none"> Thermal insulation is applied to high-temperature equipment and pipeline systems in the water preparation workshop using steam, with customized soft detachable insulation blankets to reduce heat loss.
Waste Heat Recovery	<ul style="list-style-type: none"> The boiler heats fresh water by using flue gas waste heat; the water vapor from the deaerator is heated by the flue gas temperature through an energy saver.
Refrigeration Station / Cold Source System	<ul style="list-style-type: none"> In winter, the refrigeration station adopts natural cooling through plate heat exchangers, using low-temperature cooling water to cool chilled water without starting chiller units, greatly reducing system energy consumption and operating costs.
Equipment Renewal and Energy-Saving Technological Transformation	<ul style="list-style-type: none"> Adopted an integrated intelligent equipment control system for chilled water. Replaced with new energy-saving air conditioning systems, saving 25,800 kWh per year; Replaced with new energy-saving air compressors, saving 175,200 kWh per year.



○ Digital Management

BioKangtai Biological Products Co., Ltd. implements energy management and control by establishing a regular energy use reporting mechanism, issuing monthly reports on natural gas and electric energy consumption, and requiring all departments to formulate energy management and control plans.

Based on the four thematic functions of “safety precaution, green energy conservation, high efficiency and convenience, and comfort and health”, BioMinhai has constructed application scenarios to fully activate data resources and realize intelligent empowerment. Through the construction of an integrated management platform for the smart park, it has innovatively integrated technologies and intelligent equipment such as BIM, GIS, IoT and AI. Through data perception, transmission analysis and application research, it has built a “platform + application” intelligent service for park operation and management, completed 13 intelligent scenarios and 55 intelligent functions in the park, and realized intelligent management and control of the park.



○ Use of Clean Energy

BioMinhai has installed 142 sets of solar water heaters in the dormitory buildings of the South Plant to provide bathing hot water for employee dormitories. The heat collection area of each set of solar water heater is 3.11 m². After calculation:

Annual electricity savings
of solar water heaters

269,700 kWh

standard coal

33.15 tce



○ Indicators and Targets

Indicator	2025 Performance
Natural Gas	9,168,715 Cubic meter
Steam	212,587.21 Cubic meter
Diesel Oil	79,780 Liter
Gasoline	24,190 Liter
Renewable Energy	36,532,400 kWh
Purchased Electricity	95,956,240 kWh



Water Resource Utilization

The Company’s water source is municipal tap water, which is not used as a major consumable resource in the production process, resulting in a low risk of water shortage. As of the end of the reporting period, BioMinhai had been awarded the title of “Beijing Water-Saving Enterprise”.



★ CASE

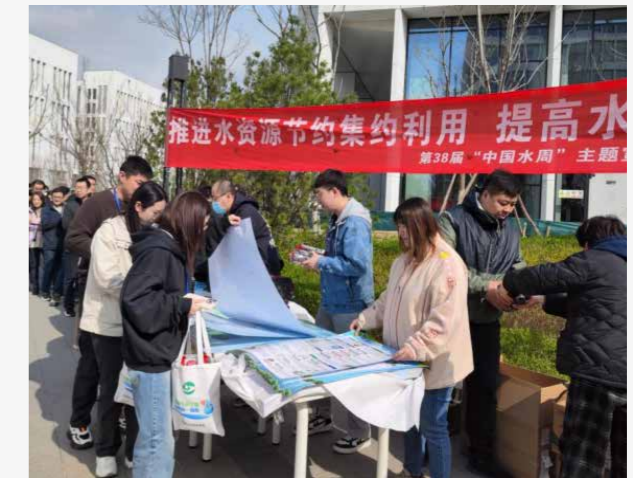
Leading a Green Lifestyle by Scientific Water Use

In December 2025, the themed publicity activity “I Speak for Water Conservation” co-sponsored by the Beijing Water Authority, Daxing District Water Authority, Environmental Protection Section and BioMinhai was held at the International Industrial Base of BioMinhai. The activity integrated water conservation knowledge Q&A into fun sports through challenge games such as “Water Conservation Ball Rolling”, knowledge ring toss and pitch-pot; meanwhile, on-site quizzes were organized to deepen employees’ understanding of the current water resources situation and relevant policies, and “I Speak for Water Conservation” initiative videos were shot to expand communication via new media. As a biopharmaceutical enterprise rooted in Beijing, BioMinhai has enhanced employees’ environmental awareness in an entertaining way. In the future, it will continue to join hands with all sectors of society to innovate publicity forms and contribute to the construction of a sustainable development city with harmonious coexistence between humans and water.



Building a Joint Water Conservation Line to Protect the Source of Life

During the 38th “China Water Week”, with the theme of “Promoting High-Quality Water Conservancy Development and Safeguarding National Water Security”, the Daxing District Water Authority and Environmental Protection Section jointly launched a water conservation publicity campaign with BioMinhai. At the event site, staff distributed promotional materials to employees, popularized water-saving tips and the current situation of water resources, and conveyed the concept of “Every Drop at Your Fingertips, Water Conservation in Your Heart” to every participant. This activity was not only a knowledge popularization but also a call for nationwide water conservation action. By building a publicity matrix of “government guidance + enterprise response”, BioMinhai promoted the implementation of the Code of Conduct for Civil Water Conservation, guided employees to internalize water conservation into a conscious lifestyle, and gathered nationwide strength to protect water resources through small corporate actions.



Indicator

2025 Performance

Total Water Intake from All Regions

1,287.78102678 Megaliter

Circular Economy

The Company deeply integrates the concept of circular economy into its operations, implements a dual-track water resource recycling system (rainwater reuse and reclaimed water reuse), widely adopts recyclable incubators for cold-chain transportation, and encourages employees to participate in conservation and recycling practices. It is committed to achieving a full-chain closed loop from source reduction to end-of-life treatment and promoting sustainable resource utilization.

○ Key Practices of Circular Economy

Rainwater Reuse System

BioMinhai has built a rainwater collection and reuse system. The collected and purified rainwater is used for landscape water, with a designed daily treatment capacity of 180 m³/d. This water-saving technology has been included in the Catalogue of Water-Saving Processes, Technologies and Equipment Encouraged by the State (2023).



Reclaimed Water Reuse System

Wastewater generated in the pure water preparation process and bottle-washing wastewater enter the reclaimed water treatment station for treatment. The treated water is reused for toilet flushing, road sprinkling, greening and underground garage washing, with a designed daily treatment capacity of 320 m³/d.



Condensate Reuse System

The air conditioning hot water unit has been modified from direct discharge to condensate recovery. After treatment, the condensate is retransmitted back to the system, realizing resource recycling and saving about 35,000 tons of softened water per year.



Biodiversity Conservation

The Company adheres to the bottom line of biodiversity conservation in production and operation, and proactively identifies, monitors and mitigates the potential negative impacts of its operations on the surrounding ecology. The New Vaccine International Industrial Base of BioMinhai deeply integrates cutting-edge biotechnology with natural ecology. Through natural lighting, ventilation systems and large-area vegetation landscapes including more than 60 species such as arbors, shrubs, bamboo forests and flowers, it realizes the organic symbiosis between architecture and the environment.



Indicator

2025 Performance

Total Recycled/Reclaimed Water

82,362 Megaliter

Synergy for a Harmonious Value Ecosystem

PART 03

Key ESG Topics in this Chapter

Employee Rights and Interests

Training and Development

Occupational Health and Safety

Rural Revitalization and Social Public Welfare

Health and Medical Accessibility

SDGs Addressed



Employee Rights and Interests

The Company strictly complies with the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China and other relevant laws and regulations, and firmly rejects differential treatment of employees based on factors such as age, gender, ethnicity, native place, religious belief and others. The Company attaches importance to cooperation with research institutes and universities, and recruits outstanding talents through multiple channels such as online recruitment, headhunting services, campus recruitment, internal referral and on-site recruitment. The Company strictly abides by national and local laws and regulations regarding working hours, and implements a differentiated working hour management system in light of the characteristics of different positions.

In addition, the Company strictly abides by the Law of the People's Republic of China on the Protection of Minors, the Provisions on Prohibition of Using Child Labor and other laws and regulations, and commits to eliminating all forms of illegal labor practices, including but not limited to human rights violations such as employing child labor under the age of 16, using prison labor, forced labor, debt bondage and human trafficking.

Democratic Management

The Company advocates the labor governance values of diversity, equality and inclusiveness, and upholds the principle of equal pay for equal work. It establishes the work union which is responsible for holding workers' congresses to build a full-chain democratic management mechanism of "full participation + representative deliberation", and regularly goes to the front line to listen to employees' voices. Led by the Chairman, the Company established an Employee Committee in 2025 as an important supplement to the workers' congress. Meanwhile, focusing on employees' frequent concerns such as catering and accommodation, the Company has innovatively built an online-offline linked "Employee Feedback Collection Code" platform. It collects employees' demands by posting QR codes in prominent locations of high-frequency activity areas and pushing them to various online working groups.

○ Employee Satisfaction Survey

To fully understand employee engagement and the grassroots working environment, and ensure the steady development of the enterprise on the basis of fully considering employees' feelings and needs, the Company conducted an employee satisfaction survey in 2025 covering all employees.

— Key Performance —

During the reporting period

The proportion of labor contracts signed

100%

▶ by statistics

The overall satisfaction rate of this survey

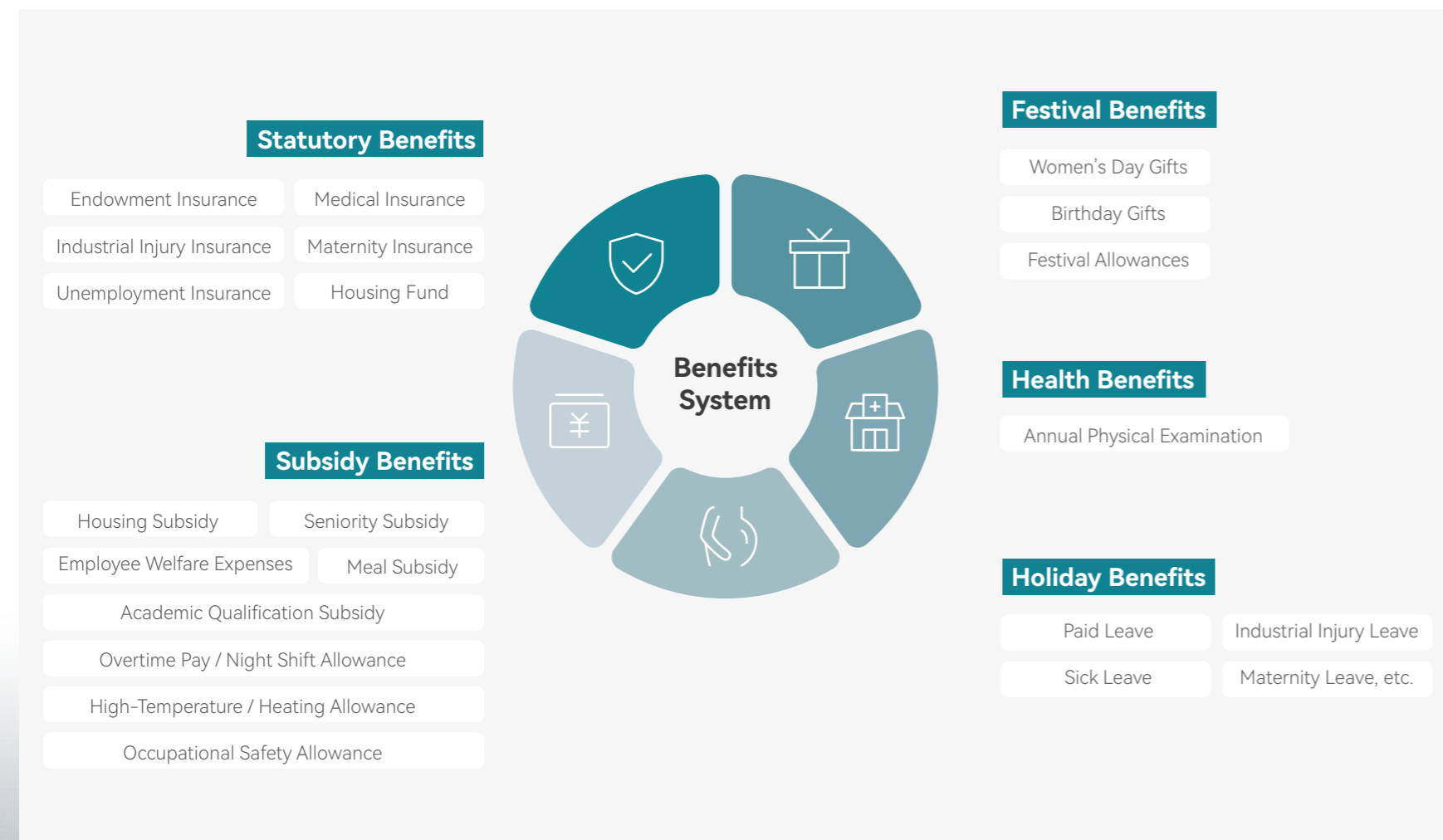
80.78%

Overall satisfaction is quite good.

Remuneration and Benefits

The Company adheres to the distribution principle of “efficiency first, fairness consideration and distribution according to work”. It has formulated the Remuneration Management Measures, Performance Management System and Remuneration Accounting Rules. The salary structure consists of basic salary, position-based salary, confidentiality salary, performance bonus, allowances and subsidies, welfare expenses and special salary, forming a reasonable salary ladder distribution. The Company upholds the principle of two-way communication: department heads assess employees’ performance through performance appraisal forms, and employees may contact department heads for feedback and appeal if they have doubts about the appraisal results. Under normal circumstances, the first appeal shall be filed with the immediate supervisor of the direct supervisor. Upon receipt of the appeal, an investigation shall be conducted among the relevant parties involved, a handling opinion shall be put forward and submitted to the competent leader for ruling. If the applicant is dissatisfied with the decision on the first appeal, a further appeal may be filed to a higher level of the Company. If the applicant still refuses to accept the ruling on the further appeal, a lawsuit may be filed to a labor dispute arbitration institution or a people’s court.

The Company has formulated systems including the Remuneration and Welfare Management System, Welfare Management Measures and Five Insurances and One Housing Fund Management Measures to continuously improve the welfare system. Meanwhile, the Company provides festival benefits covering all employees and their families, including but not limited to traditional festivals such as the Spring Festival, Tomb-Sweeping Day, Dragon Boat Festival and Mid-Autumn Festival. It has improved the special congratulatory gift system, such as wedding gifts for married employees and special grants for employees whose children are admitted to institutions of higher education.



Employee Care

Care for Female Employees

The Company provides a comfortable and convenient nursing environment for female employees during lactation and distributes maternity care gifts. It is equipped with professional venues such as yoga rooms and dance studios, and organizes body-shaping activities including aerobics at least once a year. During International Women’s Day, the Company holds special activities such as handcrafting and floral art appreciation, and distributes festival gifts to female employees.

☆ CASE
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Elegant Floral Charm · Salute to Her Strength

To celebrate International Women’s Day, the Corporate Culture Team of the Company organized the themed handcraft activity “Elegant Floral Charm · Salute to Her Strength” at the Guangming Base on March 7, attracting more than 40 female employees. Taking traditional aesthetics as a bond, the activity integrated artistic creation with modern spirit, aiming to pay tribute to female workers, enable female employees to experience cultural charm through traditional handcrafting, showcase the confident demeanor of women in the new era, and enhance communication among colleagues. The activity consisted of three sessions: “Handmade Flower Hairpin”, “Dried Flower Round Fan Making” and “Afternoon Tea Talk”. Through immersive handcraft experience combined with relaxed interaction, participants stimulated creativity and confidence in creation, narrowed the distance between each other in communication, and created a warm and harmonious team atmosphere.

☆ CASE

Salute to Female Power · Embrace the Beauty of Spring

To celebrate International Women’s Day, the Company’s headquarters organized a series of themed activities “Enjoy Spring Together, Bloom with Happiness” during the festival. The activity combined floral creation with fun lucky draws. Female employees made exclusive floral works with abundant flower materials and experienced the beauty of spring in creation. A lottery draw session was set up on site, with prizes including Apple smart speakers, cervical spine massagers, vacuum cups and other gifts, and a “universal consolation prize” was prepared for all participants. This activity allowed female employees to effectively release work pressure through floral creation, created a warm and harmonious corporate atmosphere, and practically conveyed care and respect for female employees.



○ Care for Employees in Need

The Company has established a support mechanism for employees in need, providing special consolation to disadvantaged employees during the Spring Festival. It offers a one-time subsidy of 5,000 yuan for employees suffering from serious diseases, and graded one-time hospitalization subsidies ranging from 2,000 to 5,000 yuan for hospitalized employees according to their actual conditions. The Company has set up the Kangxin Fund as an inclusive support fund, through which employees can submit subsidy applications based on their own needs, and the Company will provide support according to actual situations.

○ Diverse Employee Activities

The Company actively builds diversified leisure spaces, supporting the construction of libraries and gymnasiums. It organizes mini marathons, mindfulness psychological activities and a year-long healthy weight management program to meet employees’ needs for cultural learning, sports fitness and mental health. The Company plans activities during traditional festivals to create a cultural atmosphere and organizes parent-child activities to enhance team cohesion and solidarity.

In 2025

The Labor Union of the Company, together with the Corporate Culture Team, enriched employees’ spare time life and promoted cross-departmental communication by organizing corporate culture construction activities such as hiking, mountain climbing and camping freely combined by various departments, as well as interest classes in vocal music, dance and musical instruments and special activities such as the Mid-Autumn Festival Garden Party. In addition, the Company organized sports events such as the “Kangtai Cup” Basketball Match and provided sports facilities including badminton and table tennis, effectively improving employees’ sense of belonging and well-being.



Training and Development

Employee Training

The Company has formulated the Training and Development System and an annual training plan, and established and improved a talent development platform and training system to continuously enhance employees' vision and professional competence. Meanwhile, the Company encourages employees to conduct self-development, continuing education and self-improvement through self-taught examinations, online education, professional qualification examinations, professional title examinations and various training courses held by the society. If employees obtain academic certificates, professional and technical qualification certificates, practice certificates or other credentials relevant to their positions, the Company will provide various types of support measures according to their specific positions and completed courses.

Key Performance

During the reporting period, the Company

Average duration of employee training

12 hours

Career Development

The Company has formulated the Promotion Management Rules, Functional Department Promotion Management Rules and R&D Center Promotion Management Rules, and constructed a three-channel career development path consisting of the "Management Track", "Professional Track" and "Research Track", with job grades divided into ten levels to provide diversified growth opportunities for employees. Meanwhile, the Company has set up a promotion evaluation team and adopted a hierarchical management strategy combining examination, evaluation and appointment to promote employees' career development in a fair and impartial manner.

Key Performance

During the reporting period, the Company

the total number of employees receiving regular performance and career development assessments

100%



Occupational Health and Safety

The Company implements the policy of "Safety First, Prevention Oriented", strictly abides by the Work Safety Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and other relevant laws and regulations, establishes a sound occupational health and safety management system, and is committed to creating a healthy and safe working environment for employees.

Indicator	Management Objective	2025 Performance
Number of Serious Injuries and Above	0	0
Number of Fire Incidents	0	0

Work Safety Management



Management System

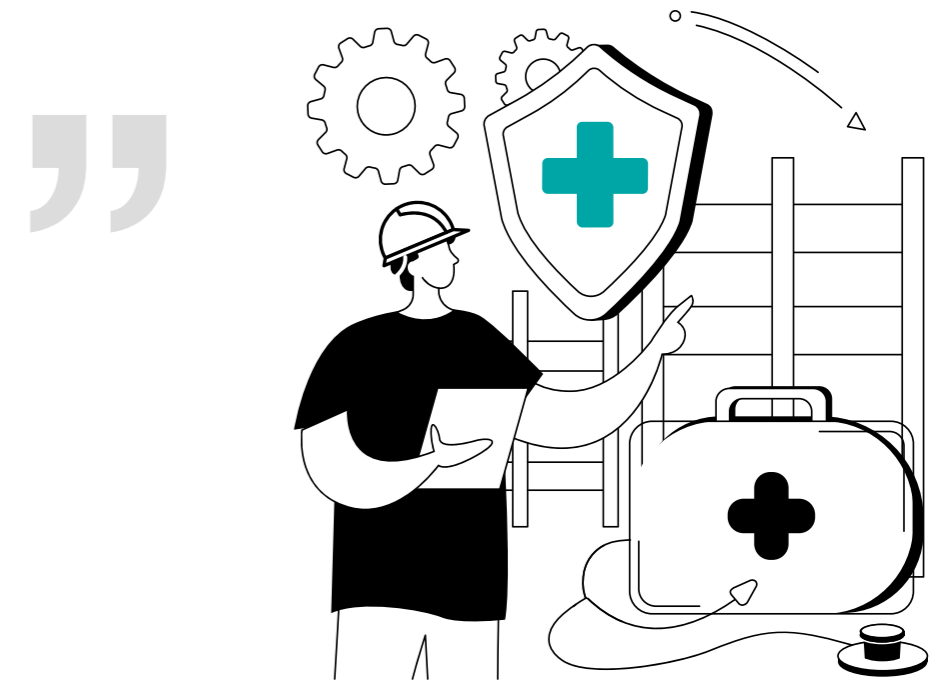
The Company has formulated internal work safety system requirements including the Industrial Safety Management Procedures, EHS System Guidelines, Objectives, Indicators and Management Plans and EHS Post Responsibility System, clarifying that the enterprise principal is the primary person responsible for work safety. It strictly implements the work safety responsibility system, and organizes all employees to sign responsibility letters every year to ensure that each employee clearly understands their respective work safety duties. Meanwhile, the Company actively promotes the construction of safety culture, and carries out safety education and training through activities such as safety knowledge competitions and safety consultation days to continuously improve employees' awareness of work safety.

As of the end of the reporting period, the Company passed the annual supervision audit of the ISO 45001 occupational health and safety management system.

○ Work Safety Risk Management

The Company has formulated the Hazard Identification and Risk Assessment Management Procedures and Industrial Safety Management Procedures, established a hazard identification and risk assessment team to identify, evaluate and conduct hierarchical management and control of risks. Corresponding risk control measures are formulated at different levels for identified hazards of various levels. Meanwhile, the Company has established a normalized potential safety hazard investigation and management mechanism in accordance with the EHS Hazard Investigation and Management System.

 <p>Special Equipment Management</p> <p>The Company implements full-process management of special equipment through measures such as equipment declaration and licensing, information verification and ledger establishment, training of operators to eliminate unlicensed operation, regular inspection, daily maintenance and self-inspection, and abnormal handling.</p>	 <p>Safety Sign Management</p> <ul style="list-style-type: none"> • Safety Sign Management Introduce the concept of safety warning signs, including safety colors, contrasting colors and four types of sign styles. • Stipulate the setting requirements for signs and markings, such as placement location, lighting conditions, arrangement order, etc.
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★ CASE

Organizing Safety Film Viewing and Reward-Based Safety Knowledge Quiz

During the 24th National "Work Safety Month", to foster a sound atmosphere of "Everyone Talks About Safety, Everyone Knows How to Respond — Identifying Potential Safety Hazards Around Us", the Company held the 2025 Safety Film Viewing and Reward-Based Safety Knowledge Quiz. The event consisted of two sessions: group viewing of work safety-themed films and online-offline integrated reward-based safety knowledge quizzes, covering core knowledge points including fire safety, emergency response procedures, and work safety laws and regulations, with both educational and interactive features. This activity injected new vitality into the Company's safety culture construction, laid a solid foundation for work safety, and promoted the continuous advancement of safety culture to support the sustainable and healthy development of the Company.



BioMinhai Won the First Prize in Confined Space Operation at the First Work Safety Competition

In July 2025, the First Work Safety Competition was carefully organized by the Administrative Committee of Daxing Biological Pharmaceutical Industry Base, covering four major events: fire emergency response, hazard investigation, confined space operation and electrical safety, aiming to comprehensively enhance the work safety awareness and emergency response capabilities of enterprises in the park. BioMinhai responded actively and quickly formed 3 participating teams, which devoted themselves to the competition of fire emergency response, hazard investigation and confined space operation with full enthusiasm and solid skills. With solid safety knowledge, proficient operational skills and excellent teamwork, BioMinhai won the first prize in the fiercely competitive confined space operation event, fully demonstrating its outstanding management level in work safety, especially in high-risk operation links, and the strong practical capabilities of its employees.



— Key Performance —

▶ During the reporting period

BioKangtai

Carried out special and monthly safety inspections

12

Completion rate of hazard rectification

97 %

BioMinhai

Completion rate of EHS inspection plan

100 %

Completion rate of hazard rectification

97.48 %

Carry out special safety inspections

37

○ Emergency Plans and Drills

The Company has formulated the Control Procedures for Work Safety Emergency Preparedness and Response, and compiled corresponding comprehensive plans, special plans and on-site disposal plans according to the severity of production accidents. It conducts two comprehensive plan drills and one special plan drill every year, and each department carries out one on-site disposal plan drill annually to improve employees' emergency response and self-rescue and mutual-rescue capabilities, effectively reducing accident losses and casualties when accidents occur.



On-site photo of the Company's fire drill

Key Performance

During the reporting period

BioKangtai

work safety emergency drills

8

fire emergency drills

2

elevator rescue drill

1

hazardous chemical drill

1

food poisoning emergency drill

1

confined space emergency drill

1

summer heatstroke drill

1

electric shock accident drill

1

BioMinhai

emergency drill plans

100%

sessions

62

participants

1,689

Occupational Health Management

The EHS Committee of the Company is responsible for examining and approving the objectives of occupational health and occupational disease prevention and control and the plans for achieving such objectives, and regularly supervises and inspects the implementation of the plans. It has formulated the Occupational Health Management Procedure, the Labor Protective Equipment Management System and other systems to standardize occupational health and safety management. Meanwhile, the Company regularly conducts publicity, education and training on the prevention and control of occupational disease hazards, and continuously invests resources to improve employees' working conditions, especially the physical environment and supporting facilities of front-line positions such as production, quality inspection and warehousing. The Company firmly believes that sound working conditions can not only reduce occupational health risks but also enhance employees' sense of belonging and production efficiency.

Rural Revitalization and Social Public Welfare

BioKangtai has formulated and strictly implemented the External Donation Management System. Since 2022, it has accumulated donations of funds and materials exceeding 100 million yuan to all sectors of society, benefiting multiple entities including poverty-stricken areas, Red Cross societies, scientific research institutions and universities. The Company has contributed to supporting the development of medical services, the improvement of public health services, scientific research and innovation in disease prevention, and the advancement of rural revitalization. It also encourages Party members to participate in voluntary services, community co-construction, caring assistance and other activities to repay the society with practical actions. The Company has won many honors such as “Caring Enterprise”, “Outstanding Contribution Award” and Shenzhen “Glory Cause Contribution Award”, establishing an image of a responsible corporate citizen.



Health and Medical Accessibility

○ Expanding Product Coverage

The Company considers accessibility in product design and develops freeze-dried preparations to improve adaptability in extreme climate regions. Relying on the nationwide distribution of storage agents and a strictly regulated third-party cold-chain distribution network, the Company ensures the safe and timely delivery of vaccines to regions including remote areas.

While deeply cultivating the domestic market, the Company actively broadens its international vision, arranges overseas business and promotes human health and well-being. It has reached cooperation agreements with partners in Indonesia, Pakistan, Bangladesh, Egypt, Turkey and other countries on the overseas registration, promotion, commercial sales, technology transfer and other aspects of products including 13-valent Pneumococcal Polysaccharide Conjugate Vaccine, 23-valent Pneumococcal Polysaccharide Vaccine, Live Attenuated Varicella Vaccine, and Acellular DTaP-Hib Combined Vaccine (Quadrivalent Vaccine), joining hands to build a health barrier.

○ Improving Product Affordability

Adhering to the tenet of “Creating Better Vaccines, Benefiting Human Health”, the Company formulates scientific and reasonable vaccine prices on the basis of full consideration of production costs and market conditions, striving to provide products with more reasonable prices for the public so that people can obtain safe, effective and high-quality vaccines at affordable costs. In product R&D, the Company also considers adapting to different income groups through different dosage forms (vial / pre-filled). Meanwhile, the Company has carried out a number of activities through channels such as public welfare foundations, including donating vaccines, antigen detection reagents and other supplies to district and county centers for disease control and prevention as well as Red Cross societies for disease screening and vaccination of relevant personnel, and funding health science popularization and disease screening programs.

○ Enhancing Public Health Capacity

The Company actively builds a “four-in-one” public health science popularization system integrating online platforms, media publicity, offline venues and academic conferences, committed to improving national vaccine literacy. Through official accounts such as “Vaccine Science Classroom” and themed publicity on important nodes including World Pneumonia Day, the Company continuously releases authoritative knowledge. It has cooperated with the Chinese Preventive Medicine Association to establish a “Vaccine Science Popularization Base” open to the public and professionals. In addition, the Company disseminates cutting-edge science by supporting academic conferences at all levels, and regards science popularization as a long-term strategic work, serving as a useful supplement to government health promotion and consolidating the cornerstone of public immune cognition from multiple dimensions.



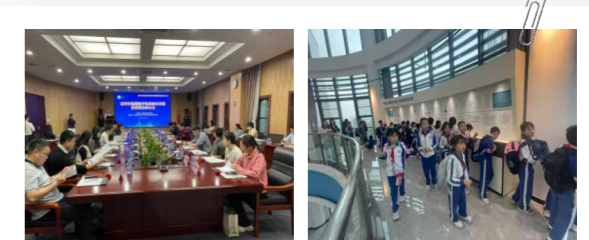
Guangming Pavilion (opened in 2020)



Nanshan Pavilion (opened in 2024)



Daxing Pavilion (opened in 2024)



Wonderful Moments of Vaccine Science Popularization Visits (Partial)

Excellence in Innovation for Shaping the Future of the Industry

PART 04

Key ESG Topics in this Chapter

R&D and Innovation

Product Quality and Safety

Customer Relationship Management

Supply Chain Management

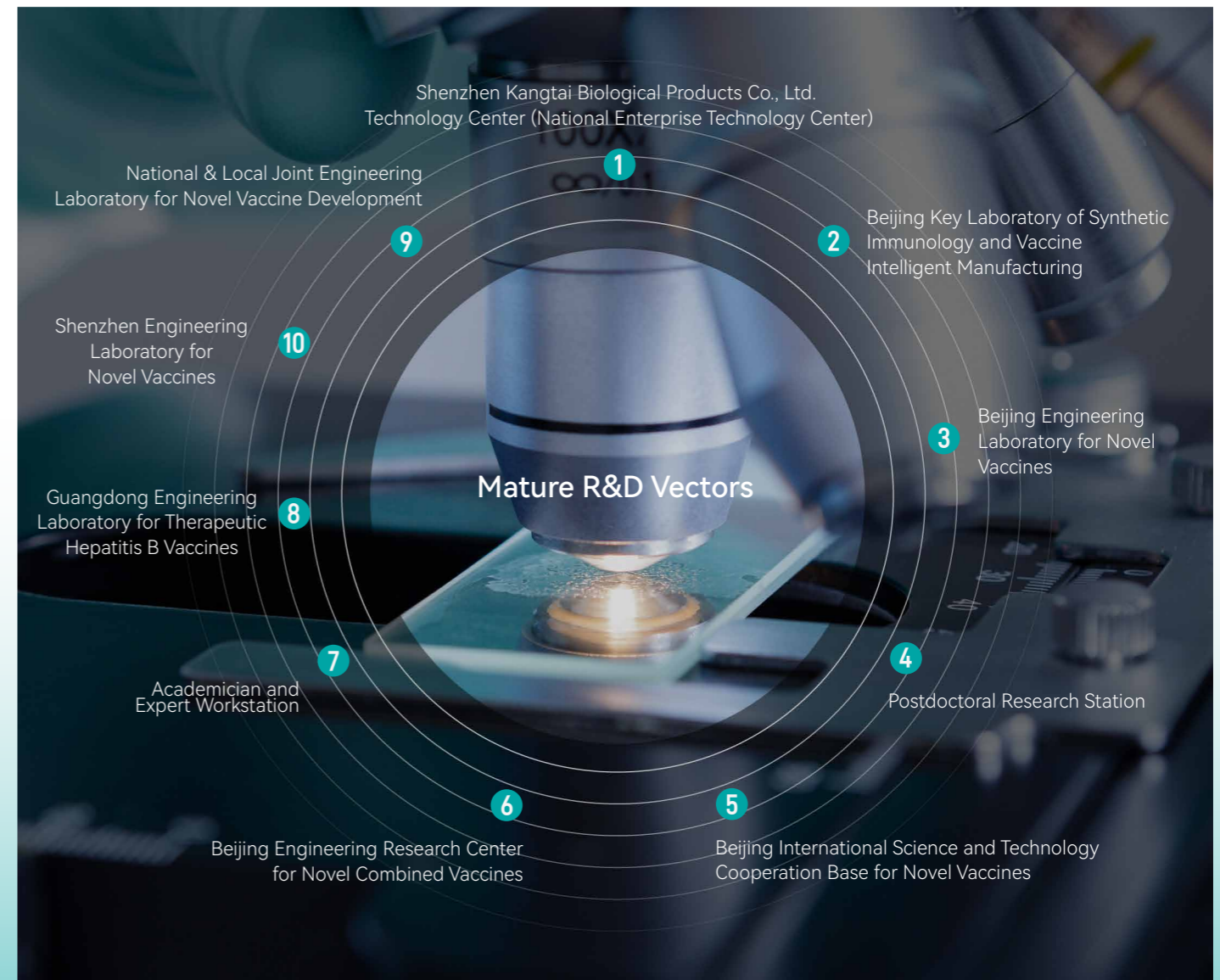
SDGs Addressed



R&D and Innovation

Governance

BioKangtai boasts leading R&D and innovation capabilities and is one of the enterprises with the most comprehensive coverage of R&D technology platforms in the vaccine industry. It possesses R&D and production capabilities for viral vaccines, bacterial vaccines, genetically engineered vaccines, conjugate vaccines, combined vaccines and other products, as well as product development capabilities for platform technologies including viral vectors, novel adjuvants and mRNA vaccines. The Company has established a product development and management architecture responsible for the demonstration and approval of research projects. The Executive Meeting approves R&D project initiation, project implementation plans, registration application materials and other work. It has formulated systems such as the R&D Center R&D Project Management Procedures to standardize the standardized management of R&D projects.



Strategy

The Company owns an internationally advanced vaccine R&D center and always upholds the philosophy of R&D technology engineering and continuous innovation. It has built a multi-level R&D system featuring “independent development as the core, cooperative development as the support, and technology introduction as supplements”. The Company has successively introduced a number of internationally leading vaccine production technologies from overseas, including Freeze-dried Human Rabies Vaccine (Human Diploid Cell), Sabin Strain Inactivated Poliomyelitis Vaccine (Vero Cells), etc., laying a solid foundation for the construction of its product pipeline.



Impact, Risk and Opportunity Management

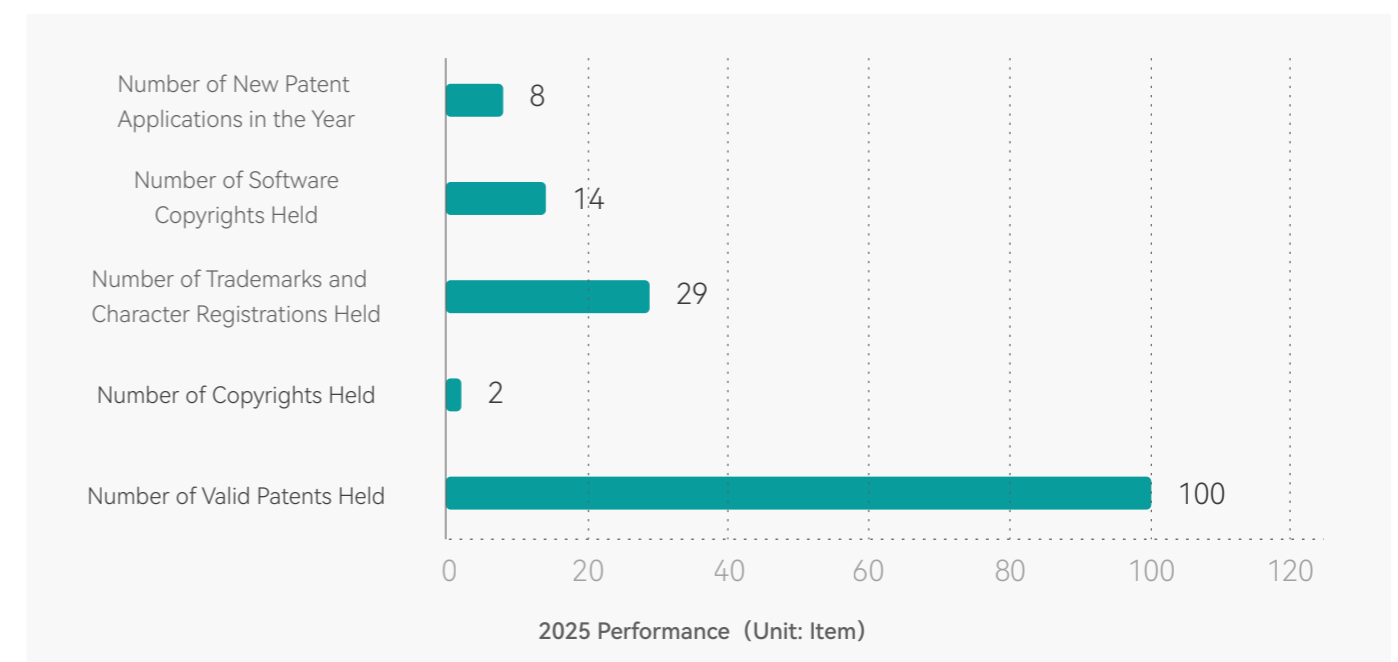
The Company has formulated the R&D Center R&D Project Management Procedures to standardize the standardized management process of R&D projects and improve the transformation capacity of scientific research achievements.

Link	Measures
Project Initiation Review and Decision-Making	<ul style="list-style-type: none"> In accordance with the Company’s development strategy and market demand for products, BioKangtai selects topics for proposed R&D projects, prepares project feasibility analysis reports and submits project initiation applications. It conducts technical, economic and legal risk demonstrations for proposed projects, issues evaluation reports after demonstration, and formally initiates projects upon approval.
Implementation and Control	<ul style="list-style-type: none"> The project leader exercises control and management over the progress, quality and other aspects of the project, and the implementation is carried out in strict accordance with the relevant policies of the National Medical Products Administration and the National Health Commission. The Scientific Research Management Department organizes the Advisory Committee, Registration Department and other relevant members to conduct regular evaluations on whether to continue projects based on market conditions, clinical value and other factors.
Acceptance	<ul style="list-style-type: none"> Upon achieving phased results, project directors submit applications for phased project acceptance for work in each stage, and the Director of the R&D Center uniformly organizes and completes acceptance for each stage.

○ Intellectual Property Protection

The Company strictly abides by the Trademark Law of the People’s Republic of China, the Patent Law of the People’s Republic of China and other laws and regulations, and has formulated systems including the Intellectual Property Management Measures and the Patent Management Measures to strengthen intellectual property management, clarify relevant management responsibilities, encourage inventions and creations, enhance the Company’s market competitiveness and promote its sustainable development. During the reporting period, the Company did not incur any incidents involving infringement of others’ intellectual property rights, nor did it have any intellectual property-related litigation cases.

While protecting its own intellectual property rights, the Company fully respects the intellectual property rights of others. In the product development process, intellectual property management personnel participate deeply in all aspects, covering key links such as patented technology research, patent infringement analysis and formulation of design-around solutions. It formulates patent layout plans tailored to different types of products. Throughout the R&D process, it closely monitors the output dynamics of innovative achievements and timely evaluates their patentability. Based on an accurate grasp of the rules of various intellectual property application systems, it fully utilizes these rules to strive for the optimal patent portfolio, thereby enhancing the commercial value of R&D products.



○ Scientific and Technological Ethics

The Company strictly follows R&D ethics in scientific research and innovation, and abides by the Declaration of Helsinki and relevant ethical guidelines in clinical trials. It has established an Animal Ethics Committee and implements the 3R Principles (Reduction, Replacement, Refinement) in animal experiments, and builds a graded biosafety protection system to prevent the leakage of biological aerosols and pathogens.

○ Collaborative Innovation

Focusing on cutting-edge technology R&D and industrialization transformation paths in the vaccine field, the Company actively strengthens innovative cooperation with domestic and foreign research institutes, universities and high-quality enterprises in the industry, and establishes a long-term and stable strategic collaboration mechanism. Through such cooperation models, the Company continuously attracts top talents and core technical resources in the industry, effectively promotes joint development in new vaccine technologies, and provides all-round support for the R&D process and industrialization of innovative products.

Indicators and Targets

While laying out the development of multi-component and multi-valent vaccines, novel vaccines and upgraded existing vaccines, the Company focuses on applied research of new vaccine technology paths and the establishment of new technology platforms, including mRNA technology, viral vector technology, novel adjuvant technology, etc., aiming to meet the escalating public health needs.



☆ Case



A New Milestone in Multi-Component Vaccine Layout – the Fastest-Progressing Domestic Pentavalent Vaccine Launches Phase III Clinical Trials

During the reporting period, the Adsorbed Acellular DTaP-Inactivated Poliomyelitis and Haemophilus influenzae Type b Combined Vaccine (Pentavalent Vaccine) developed by BioMinhai, a wholly-owned subsidiary of the Company, has officially launched Phase III clinical trials, and successfully enrolled the first subject. The Pentavalent Vaccine is used to prevent invasive infections caused by diphtheria, tetanus, pertussis, poliomyelitis and Haemophilus influenzae type b. It has advantages such as reducing the number of vaccinations for infants and young children and improving vaccination compliance among parents and infants. Currently, no domestic product of this kind has been marketed.

The Pentavalent Vaccine developed by BioMinhai is the first domestic Pentavalent Vaccine to enter Phase III clinical trials and also the fastest-progressing domestic Pentavalent Vaccine. If successfully developed, it will break the monopoly of imported products, lay a solid foundation for the R&D of hexavalent vaccines and other multi-component vaccines, and make greater contributions to the global public health cause.

Product Quality and Safety

Governance

BioKangtai strictly abides by the Pharmaceutical Administration Law of the People’s Republic of China, the Vaccine Administration Law of the People’s Republic of China, the Measures for the Administration of Drug Registration, the Measures for the Administration of Batch Issuance of Biological Products and other laws and regulations. Based on the ICH Q10 Pharmaceutical Quality System (PQS) theoretical model and in accordance with regulations such as Good Manufacturing Practice (GMP) for Drugs, the Company has established a quality system covering the entire product life cycle, including drug R&D, technology transfer, commercial production and product withdrawal. The Company has formulated the Quality Manual, clarifying that the enterprise principal (the Chairman or the General Manager/Executive Deputy General Manager designated by the Chairman) is the primary person responsible for drug quality and takes overall charge of the Company’s daily management.

Meanwhile, the Company has obtained ISO 9001 quality management system certification and undergoes GMP inspections by national/provincial/municipal drug regulatory authorities every year. All inspections in 2025 concluded with a pass.

Strategy

The Company continuously strengthens product quality control, always regards product quality as the lifeline of the enterprise, deeply practices the quality culture philosophy, and has established a comprehensive quality management system covering the entire product life cycle including R&D, technology transfer, commercial production, post-marketing management, product sales and after-sales service. It strictly abides by product quality standards to ensure that all processes such as R&D, production and distribution comply with relevant laws and regulations.

Impact, Risk and Opportunity Management

The Company has established the Quality Risk Management Procedures, which assess, control, communicate and review quality risks throughout the entire product life cycle based on scientific knowledge and objective data to ensure product quality and protect patient health. It controls the outcomes of various uncertainties within the expected acceptable range to ensure that product quality meets requirements. With sufficient knowledge, facts and data, it proactively infers possible future events and avoids hazards through risk control.

Link	Measures
Risk Assessment	Identify potential hazard events or possible hazards; conduct qualitative or quantitative analysis on identified risks and evaluate risk levels to support risk prevention and control.
Risk Control	In accordance with risk assessment results and pre-established risk acceptance principles, when the risk assessment result exceeds the acceptable level, measures shall be taken to reduce or avoid risks.
Risk Communication	At each stage of the implementation of risk management procedures, the QA department and relevant departments (drug regulatory system, industry, patients, internal departments of the Company, etc.) shall exchange and share information on the progress and management, i.e., conduct risk communication.
Output of Quality Risk Management	After completing the risk assessment report, the Company follows up on the risk response measures involved to confirm that they are implemented as required and achieve the expected results.
Risk Review	Conduct risk supervision and review. If the residual risk is still unacceptable after the implementation of risk response measures, adjust or formulate new response measures and evaluate their effects until the residual risk is acceptable.

○ Product Life Cycle Management

On the basis of complying with China’s vaccine regulatory system, the Company has fully drawn on and adopted international regulatory guidelines including WHO, ICH, PIC/S and EU_GMP, and established a product life cycle pharmaceutical quality management system covering R&D, technology transfer, commercial production and post-marketing management. Strict management processes and requirements are set for raw material control, production, vaccine storage and transportation, vaccine application and other links.

In addition, the Company has established a closed-loop system covering the entire process from product inspection, non-conforming product handling, problem solving to product recall. It not only realizes end-to-end risk management from prevention and control to correction, but also ensures that every link is traceable and improvable.

Aspect	Measures
Product Inspection	Formulate inspection procedures and Sampling and Retention Management Procedures, Investigation Procedures for Out-of-Limit Laboratory Test Results and other documents, and carry out quality inspection and laboratory management in accordance with requirements.
Non-Conforming Product Control	Implement closed-loop management of non-conforming products from identification, isolation, review to disposal in accordance with the Non-Conforming Product Management Procedures.
Product Recall	Formulate the Product Recall Management Procedures with specific provisions on the scope, responsibilities and contents of finished product recall, ensuring that finished product recall can be initiated at any time and organized quickly and effectively.

The Company classifies product recalls into voluntary recalls and mandatory recalls according to recall circumstances, and divides them into Class I, Class II and Class III recalls based on the severity of pharmaceutical quality defects or other potential safety hazards. Regular simulated recalls are conducted to evaluate and ensure the effectiveness of the product recall system. During the reporting period, no product withdrawal or recall incident due to health and safety reasons occurred in the Company. The Company has formulated Finished Product Recall Procedures, which stipulate the applicable scope, responsibilities and specific contents of recalls to ensure that recall operations can be initiated at any time and implemented promptly and effectively. The recall process is as follows: after a quality incident occurs, report to the Pharmaceutical Safety Committee, initiate pharmaceutical safety risk investigation and assessment, and decide whether to launch a recall; implement the recall, formulate and implement corrective and preventive actions, and track implementation effectiveness; close the recall action upon meeting requirements, and archive records of the entire process.

○ Whole-Process Intelligent Digital Management

By introducing advanced information management systems, the Company has realized the efficient integration of intelligent digital quality control and compliance in all links, promoting the transformation of quality management from the traditional model to intelligent digital upgrading, and building a solid technical defense for quality and safety. Relying on the intelligent digital architecture information management platform, the Company implements the management philosophy of compliance, efficiency and precision into every link of the product life cycle, promotes the full integration of quality management services, and ensures the accurate implementation and efficient execution of quality control measures.

Stage	Content
Product R&D	Adopt digital tools to integrate and analyze R&D data, strictly follow scientific norms and quality standards, and guarantee the reliability and technological innovation of R&D results.
Raw Material Procurement	Establish a dynamic evaluation model and access mechanism through the supplier management information system, realizing full-chain digital process management from supplier qualification review, raw material quality evaluation to raw material access, and advancing quality management to the source of the raw material supply chain.
Manufacturing Process	Take the Manufacturing Execution System (MES) as the core to implement online monitoring of the entire production line, collect and monitor process parameters in real time, ensure process robustness between batches and consistency and stability of product quality, and realize transparency and controllability of the production process.
Product Inspection and Release	Integrate advanced testing instruments and Laboratory Information Management System (LIMS) into an intelligent digital inspection and analysis platform, ensuring the accuracy and traceability of product inspection data, so that every batch of released products meets quality standards.



○ Quality Culture Construction

☆ Case


Organizing Data Integrity Training to Consolidate the Compliance Bottom Line

Data integrity is the bottom-line requirement of regulatory compliance and also the cornerstone of vaccine safety. In 2025, the Company organized three series of data integrity-themed training sessions covering more than 700 people in total, namely “Strengthening Quality Awareness, Consolidating the Vaccine Safety Line”, “Principle Analysis of Data Integrity Risks and Governance” and “Sharing of Data Integrity Risks in Quality Inspections”, aiming to strengthen quality awareness and consolidate the vaccine safety line.



Indicators and Targets

Indicator	2025 Performance
Number of Product Recalls	0 Case
Number of Product Quality Training Sessions	7,434 Session
Number of Enterprises with Quality Management System Certification	5 Enterprise



○ Improvement of Product Quality

The Company attaches great importance to product quality and safety, and organizes training courses including management procedures for corrective and preventive actions and personnel hygiene management procedures. The Company formulates an annual GMP self-inspection plan and regularly conducts GMP self-inspections, combined with routine quality inspections, to monitor the operation of the Company's quality management system, assess compliance with GMP and other relevant regulatory requirements, and propose necessary corrective and preventive actions. In addition, the Company accepts irregular audits from external authorities such as the National Medical Products Administration and the Guangdong Medical Products Administration. On the basis of complying with China's vaccine regulatory system, the Company has drawn on international guidelines including WHO, ICH, PIC/S and EU GMP to establish a full life cycle pharmaceutical quality management system covering product research and development, technology transfer, commercial production and post-marketing management. Strict management procedures have been established for raw material control, product production, vaccine storage, transportation and application. The Company has formulated systems such as Material Management Procedures and Supplier Management Procedures, and implements full-process access control over material procurement, acceptance, inspection, storage, release and use against material lists and quality standards. Meanwhile, it has developed production procedures and operational procedures for each product to guide production operations and quality monitoring, and continuously conducts product quality monitoring and stability studies to ensure the stable production of products meeting intended uses and registration requirements. In view of the strict storage and transportation conditions for vaccines, the Company conducts periodic verification of cold chain facilities and vehicles, and adopts an advanced online monitoring system to realize full-process cold chain temperature monitoring, ensuring the safety and reliability of storage and transportation. Protecting patient health is the mission and responsibility of vaccine practitioners. To this end, the Company has established smooth customer feedback channels and handling mechanisms, set up a dedicated pharmacovigilance department, and conducts signal detection, evaluation and management of AEFI information.

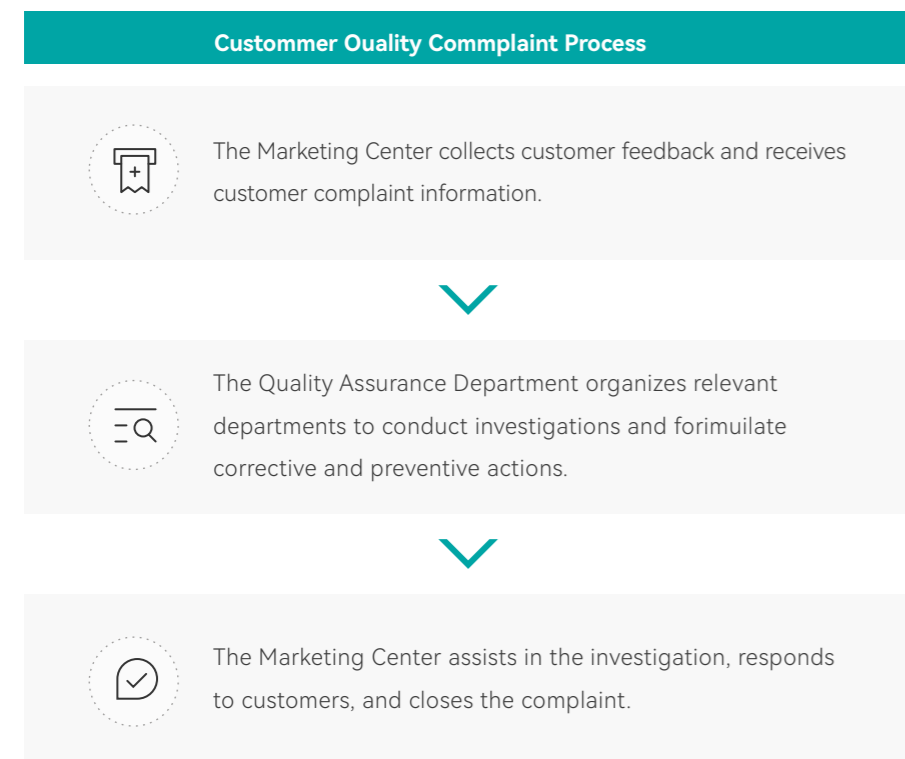
Customer Relationship Management

The Company adheres to the development strategy of “bringing in advanced technologies and going global with domestic vaccines”, and maintains friendly and win-win relations with partners through finished product distribution, bulk export, technology transfer and other approaches. It focuses on introducing internationally advanced technologies to enrich its own technology layout and reserves, and enhances independent innovation capability on the basis of introduction and absorption, so as to promote the transformation of independent innovative technological achievements. In addition, while deeply cultivating the domestic market and continuously optimizing the sales network layout, the Company keeps increasing the expansion of international business and promotes its products to the global market. At present, overseas business covers Southeast Asia, South Asia, the Middle East, Africa, Latin America and other regions, with products including 13-valent and 23-valent pneumococcal vaccines, varicella vaccine, combined vaccines and other varieties.



Customer Complaint Handling

The Company has established sound customer communication channels and complaint management processes, and timely collects customer feedback through multiple channels such as the 400 service hotline and customer feedback collection to ensure unimpeded communication. It has formulated the User Complaint Management Procedures, which specify the handling processes for medical inquiries and quality complaints respectively. Upon receiving inquiries, the Company replies with information in accordance with the Operating Procedures for Medical Inquiry and Complaint Handling. Upon receiving quality complaints, it promptly conducts internal communication and investigation in accordance with the Customer Feedback and Complaint Management Procedures, and organizes relevant departments to formulate corrective and preventive measures to ensure timely and proper resolution of issues.



Key Performance Indicators:

During the reporting period, the Company

Achieved a **100%** customer complaint resolution rate.

Responsible Marketing

The Company strictly abides by the Advertisement Law of the People’s Republic of China, the Trademark Law of the People’s Republic of China and other laws and regulations, and upholds the principles of accuracy, clarity and transparency in market promotion. False advertising is strictly prohibited in the marketing process. The Company has formulated the Management System for the Production, Collection and Use of Promotional Materials and Products, which clarifies the production process and approval procedures for promotional materials and regulates the compliance review of market promotion materials. Product promotional materials are compiled by the product team, reviewed by the Medical Affairs Department, verified by the Marketing and Medical Directors, and finally approved by the Marketing Center head to ensure the accuracy, clarity and transparency of market promotion materials.

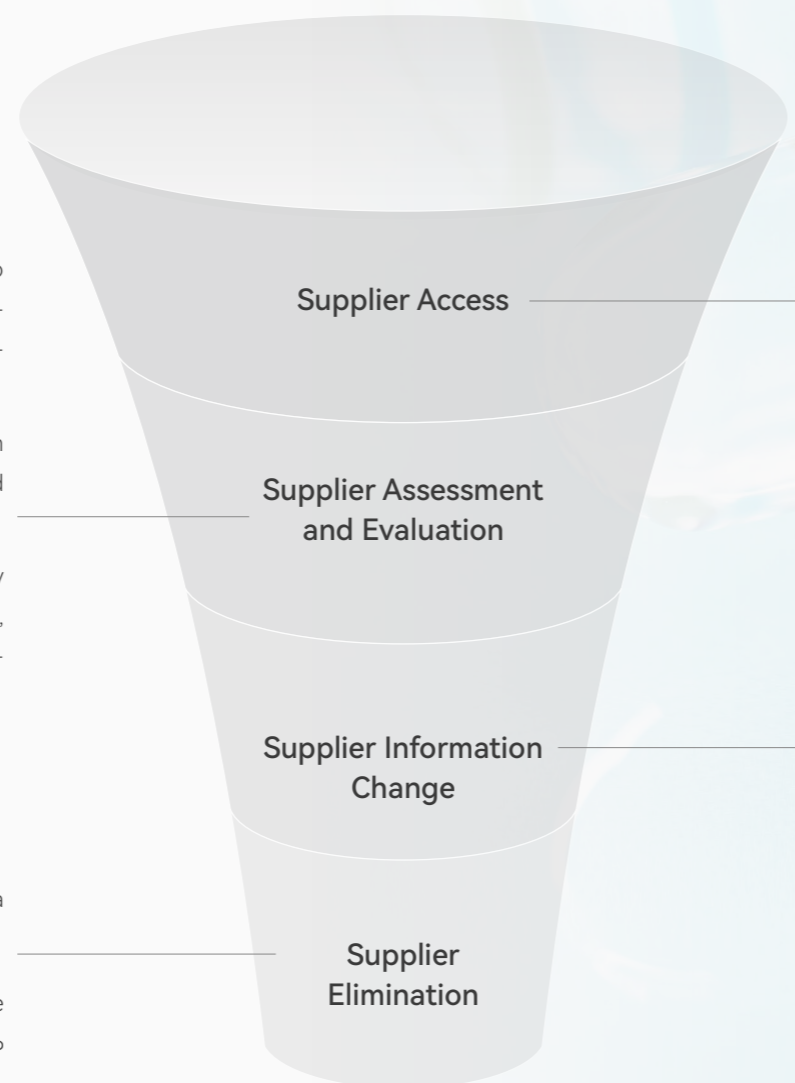
Improve customer satisfaction

The Company conducts customer satisfaction surveys in a timely manner to fully understand customer opinions and suggestions, and continuously improves service quality guided by customer needs. The Company attaches great importance to customer feedback, continuously optimizes procedures for the investigation, handling, tracking and supervision of customer complaints, conducts retrospective analysis of customer feedback and makes active improvements to systematically enhance customer satisfaction.

Supply Chain Management

Governance

In accordance with the Good Manufacturing Practice (GMP) for Drugs and other laws and regulations, the Company has formulated systems including the Supplier Management Measures and Procurement Management System to continuously standardize procurement processes and optimize supplier management. It applies a digital procurement system to reduce error rates from contract approval to material warehousing and improve work efficiency.



2

- Establish a supplier review and evaluation team to assess suppliers using quantified scoring criteria, covering quality control, delivery timeliness, cost management, service level and other aspects.
- Assessors shall fill in the Supplier Assessment Form during evaluation and take corresponding actions based on the results.
- After evaluation, purchasers shall promptly notify suppliers of the evaluation criteria and results in writing, take corresponding measures and put forward suggestions according to the evaluation outcomes.

4

- Suppliers failing to meet standards shall be eliminated in a timely manner.
- Elimination of suppliers of production materials shall be carried out in strict accordance with the Company's GMP supplier management procedures.

1

- Strictly control supplier access qualifications, set general qualification requirements and category-specific qualification requirements by supplier category, and rigorously review suppliers' business qualifications and material quality standards to ensure compliance with quality and technical standards for production.

3

- Upon receiving a notice of supplier information change, purchasers shall identify and confirm whether the change affects subsequent material supply or services. Changes to suppliers of production materials shall also comply with the GMP change control management documents.

Strategy

The Company is committed to building a supply chain system featuring resilience, transparency and responsibility. Through stringent access thresholds, digital traceability systems and strategic reserve mechanisms, it ensures the stable supply and quality safety of key materials. Meanwhile, the Company actively practices responsible procurement, integrates environmental performance and business ethics into the whole life cycle management of suppliers, and promotes the sustainable development of the biopharmaceutical industrial chain.

Impact, Risk and Opportunity Management

○ Resilience Management

BioKangtai systematically constructs a supply chain resilience management system through diversified layout and full-process control. The Company continuously promotes the domestic substitution of key imported materials, implements a multi-supplier strategy for core materials, and combines dynamic safety stocks to effectively insulate against supply disruption risks. On the quality control front, full inspection is conducted for all materials upon arrival, and transportation specifications are clearly defined through contracts and quality agreements. Relying on the Warehouse Management System (WMS), a unique traceability code is assigned to materials upon warehousing, realizing full-process information traceability from warehousing to distribution.

○ Equal Treatment of Small and Medium-sized Enterprises

Upholding the principles of fairness, impartiality and mutual benefit, the Company treats small and medium-sized enterprises (SMEs) equally, standardizes contract performance and payment procedures, and effectively safeguards the legitimate rights and interests of SMEs. It also firmly eliminates unreasonable payment terms and invisible thresholds, fostering a fair and transparent cooperative environment.

○ Sustainable Supply Chain Development

The Company adheres to the principles of integrity-based cooperation and mutual benefit, and is committed to building a compliant, integrity-based and sustainable supply chain system with partners to protect the legitimate rights and interests of suppliers. It has formulated and implemented the Supplier Code of Conduct, which puts forward clear requirements for suppliers' behavior from multiple dimensions including legal compliance, human rights and labor, environmental protection, and business ethics to ensure a transparent and regulated supply chain during the operation.

Meanwhile, the Company deeply integrates the two dimensions of green logistics and biosafety to comprehensively reduce environmental footprint and strengthen risk control. In the logistics link, the Company optimizes routes through the "trunk line + regional" hybrid distribution model, plans the shortest path using intelligent software, and sets distance and network constraints on third-party carriers to effectively reduce energy consumption. In terms of special material control, full-process closed management is strictly implemented for customs-supervised materials such as imported virus strains, which are managed exclusively by designated personnel in P2 (BSL-2) laboratories after risk assessment and approval, and are subject to customs inspection throughout the process.



Indicators and Targets

Indicator	Unit	2025 Performance
Total Number of Suppliers	Unit	1,466
Percentage of Suppliers Signing the Supplier Code of Conduct	%	100
Percentage of Suppliers Signing Contracts with Environmental and Labor Requirements Clauses	%	100



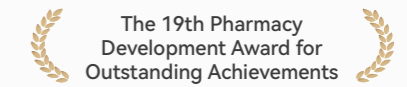
Collaboration with Industry Peers

The Company actively participates in various industry activities, shares practical experience and development achievements, and promotes the sustainable development of the industry. In the future, the Company will continue to act as a "leader" in technological innovation for the biopharmaceutical industry, continuously strengthen the industrial cluster effect, and make greater contributions to promoting the overall high-quality development of China's pharmaceutical and health sector.

☆ Case

Executive of BioKangtai and BioMinhai Awarded the "Outstanding Achievement Award of the 19th Pharmacy Development Award"

In November 2025, the award ceremony of the 19th Pharmacy Development Award was held in Beijing. Attendees of the ceremony included Chen Zhili, former State Councilor and Vice Chairperson of the 11th Standing Committee of the National People's Congress, Academician Zhang Boli, Academician Chen Kaixian, Academician Zhang Gaiping, Academician Yue Jianmin, Academician Wang Junzhi, Academician Xia Ningshao, as well as more than 300 experts and scholars from renowned universities, research institutes, and medical institutions.



Liu Jiankai, Director and Vice President of BioKangtai and Executive Deputy General Manager of BioMinhai, was awarded the "Outstanding Achievement Award". Following the award ceremony, a series of academic exchanges were held. Among them, the Vaccine Innovation Forum themed "Focusing on Frontiers, Interdisciplinary Integration, and Translational Application" was co-organized by BioMinhai, a wholly-owned subsidiary of BioKangtai. Experts attending this academic event included academicians of the Chinese Academy of Engineering, renowned university scholars, medical experts, and enterprise representatives, who gathered to discuss cutting-edge topics and industrialization paths of global vaccine research and development.



Appendices

About this Report

This report is the fifth Environmental, Social, and Governance (ESG) report released by BioKangtai.

○ Report Scope

This Report takes Shenzhen Kangtai Biological Products Co., Ltd. as the main entity and covers its subsidiaries. Unless otherwise specified, the scope of this Report is consistent with that of the Company’s annual report.

○ Time Period

This report is an annual report covering the period from January 1 to December 31, 2025. Certain content may exceed the aforementioned period, and clarification will be provided where applicable.

○ Definitions

Term	Refers to	Full Name
BioKangtai, the Company, We	Refers to	Shenzhen Kangtai Biological Products Co., Ltd.
BioMinhai	Refers to	Beijing Minhai Biotechnology Co., Ltd., a wholly-owned subsidiary

○ Preparation Basis

- Shenzhen Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 17 – Sustainable Development Report (for Trial Implementation)
- Shenzhen Stock Exchange Self-Regulatory Guidelines for GEM Listed Companies No. 3 – Preparation of Sustainable Development Reports
- United Nations Sustainable Development Goals (SDGs)
- Global Reporting Initiative GRI Standards: Sustainable Development Reporting (2021 edition)

○ Data Sources

Data used in this report include official government statistics, internal statistical statements, third-party questionnaires, administrative documents and reports, third-party evaluations and interviews, etc.

○ Reliability Statement

The Company confirms that this report contains no false records, misleading statements or material omissions.

○ Access to the Report

This report is available for review and download on the Company’s website (<http://www.biokangtai.com>) and the Shenzhen Stock Exchange website (<http://www.szse.cn>), and the CNINFO website (<http://www.cninfo.com.cn>). This report is published in both Chinese and English. The English version is translated from the Chinese version. In the event of any discrepancy between the two versions, the Chinese version shall prevail.



ESG Performance Table

Indicator	Unit	2025 Performance
Total Number of Directors	person	7
Sessions of Training Organized for Board Members	session	4
Number of Board Meetings Held	session	7
Attendance Rate of Board Members	%	100
Number of General Meetings of Shareholders Held	session	4
Number of Audit Committee Meetings Held	session	4
Number of Nomination Committee Meetings Held	session	3
Number of Remuneration and Evaluation Committee Meetings Held	session	3
Number of Strategy Committee Meetings Held	session	2
Proportion of Independent Directors in the Audit Committee	%	66.67
Proportion of Independent Directors in the Remuneration Committee	%	66.67
Proportion of Independent Directors in the Nomination Committee	%	66.67
Number of Employees Receiving Compliance Training	person	150
Total Hours of Employee Compliance Training	hour	4
Sessions of Compliance Training Organized by the Company	session	2
Total Number of Employees Receiving Anti-Corruption Training	person	150

Indicator	Unit	2025 Performance
Sessions of Anti-Corruption Training	session	2
Number of Valid Patents Held	piece	100
Number of Valid Patents Per Hundred Million RMB of Revenue	piece/CNY	3.74
Number of Copyrights Held	piece	2
Number of Trademarks and Literal Registration Rights Held	piece	29
Number of Software Copyrights Held	piece	14
Number of Software Copyrights Per Hundred Million RMB of Revenue	piece/CNY	0.52
Number of New Patent Applications Filed in the Year	piece	8
Total Number of Employees	person	1,957
Number of R&D Employees	person	353
Number of Labor Dispatch Employees	person	20
Number of Part-Time Employees	person	16
Number of Female Employees	person	743
Proportion of Female Employees	%	37.96
Number of Ethnic Minority Employees	person	110
Proportion of Ethnic Minority Employees	%	5.6

Indicator	Unit	2025 Performance
Number of Employee Attrition / Turnover	person	167
Employee Attrition Rate / Turnover Rate	%	7.9
Total Training Hours for Employees	hour	6,751
Average Training Hours Per Employee	hour	12
Percentage of Total Employees Receiving Regular Performance and Career Development Appraisals	%	100
Employee Training Coverage Rate	%	100
Natural Gas	cubic meter	9,168.715
Liquefied Petroleum Gas	ton	0
Steam	cubic meter	212,587.21
Raw Coal	ton	0
Diesel Oil	liter	79,780
Gasoline	liter	24,190
Fuel Oil Note: Consumption of gasoline and diesel by vehicles only covers company-owned vehicles, excluding third-party transportation vehicles.	ton	0
Renewable Energy ² Note: As defined in ISO/IEC CD 13273-1.2, renewable energy includes wind, solar, hydro, geothermal energy, etc.	kWh	36,532,400
Purchased Electricity Note: If there are overseas operating sites, please separately specify the purchased electricity in such countries or regions.	kWh	95,956,240
Direct (Scope 1) Greenhouse Gas Emissions	metric ton of equivalent	15,000.69
Energy-Indirect (Scope 2) Greenhouse Gas Emissions	metric ton of equivalent	41,496.81
Greenhouse Gas Emission Intensity	metric ton of equivalent / operating revenue or sales	0.33
Greenhouse Gas Emission Reduction Volume	metric ton of equivalent	22,065.57

Indicator	Unit	2025 Performance
Total Water Intake from All Regions	megaliter	1,287.78102678
Total Volume of Recycled / Reclaimed Water	megaliter	82,362
Total Wastewater Discharge Volume	cubic meter	1,196,225.064
Chemical Oxygen Demand (COD) Note: Statistics from Kangtai Bio.	mg/L	0.72251064461348
Ammonia Nitrogen Note: Statistics from BioKangtai.	mg/L	0.01529074763054
Total Phosphorus Note: Statistics from BioKangtai.	mg/L	0.00845600555195333
Total Volume of Recyclable Waste	ton	27
Total Volume of General Solid Waste	ton	116.604
Total Recycled Volume of General Solid Waste Note: Statistics from BioMinhai.	ton	48.185
Total Volume of Hazardous Waste	ton	254.211149
Environmental Protection Investment	ten thousand RMB	178.2
Total Investment in Energy Conservation and Emission Reduction	ten thousand RMB	0
Total Value of Material Fines Imposed for Violations of Environmental Laws and / or Regulations	ten thousand RMB	0
Total Number of Non-Monetary Sanctions Imposed for Violations of Environmental Laws and / or Regulations	case	0
Number of Occupational Disease Cases	person	0
Number of Work-Related Fatal Accidents	case	0
Number of Deaths from Work-Related Accidents	person	0
Fatality Rate Per Million Working Hours	%	0

Indicator	Unit	2025 Performance
Percentage of Security Personnel Who Have Received Formal Training on Organizational Labor Rights Policies or Specific Procedures and Their Application <small>Note: Statistics from BioKangtai.</small>	%	100
Investment in Employee Occupational Health and Safety	ten thousand RMB	67.23
Work Safety Investment	ten thousand RMB	223.18
Total Number of Suppliers	unit	1,466
Percentage of Suppliers That Have Signed the Supplier Code of Conduct	%	100
Percentage of Suppliers That Have Signed Contracts Including Clauses on Environmental and Labor Requirements	%	100
Number of Product Recall Incidents	case	0
Sessions of Product Quality Training	session	7,434
Number of Enterprises Certified with Quality Management Systems	unit	5

ESG Indicator Index

Self-Regulatory Guidelines for Listed Companies on the Shenzhen Stock Exchange No.17 – Sustainable Development Reports (for Trial Implementation)

Dimension	No.	Topic	Corresponding Clause	Corresponding Chapter
Environment	1	Climate Change Response	Articles 21 to 28	Climate Change Response
	2	Pollutant Emissions	Article 30	Pollutant Emissions and Waste Management

Dimension	No.	Topic	Corresponding Clause	Corresponding Chapter	
Environment	3	Waste Management	Article 31	Pollutant Emissions and Waste Management	
	4	Ecosystem and Biodiversity Conservation	Article 32	Biodiversity Conservation	
	5	Environmental Compliance Management	Article 33	Environmental Compliance Management	
	6	Energy Utilization	Article 35	Resource Utilization and Circular Economy	
	7	Water Resource Utilization	Article 36	Resource Utilization and Circular Economy	
	8	Circular Economy	Article 37	Resource Utilization and Circular Economy	
	Social	9	Rural Revitalization	Article 39	Rural Revitalization and Social Public Welfare
		10	Social Contribution	Article 40	Rural Revitalization and Social Public Welfare
11		R&D and Innovation	Article 42	R&D and Innovation	
12		Tech Ethics	Article 43	R&D and Innovation	
13		Supply Chain Security	Article 45	Supply Chain Management	
14		Equal Treatment for SMEs	Article 46	Supply Chain Management	
15		Product and Service Safety and Quality	Article 47	Product Quality and Safety	
Sustainable Development-Related Governance	16	Data Security and Customer Privacy Protection	Article 48	Information Security Protection	
	17	Employees	Article 50	Employee Rights and Interests, Training and Development, Occupational Health and Safety	
	18	Due Diligence	Article 52	Due Diligence	
	19	Stakeholder Communication	Article 53	Stakeholder Communication	
	20	Anti-Commercial Bribery and Anti-Corruption	Article 55	Business Ethics	
	21	Anti-Unfair Competition	Article 56	Business Ethics	