



EVEREST MEDICINES
云 顶 新 耀

Everest Medicines Limited
雲頂新耀有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 1952

*Better Medicines
Better Life*



2022 Environmental, Social
and Governance Report



2022 Environmental, Social and Governance Report

CONTENTS

Scope and Reporting Period	2
Stakeholder Engagement and Materiality	3
Stakeholders' Feedback	6
The Board Statement	6
A. Environmental	7
A1. Emissions	7
A1.1 Air Emissions	7
A1.2 Greenhouse Gas ("GHG") Emissions	7
A1.3 Hazardous Waste	9
A1.4 Non-hazardous Waste	9
A1.5 Measures to Mitigate Emissions and Emission Reduction Targets	10
A1.6 Wastes Reduction Initiatives and Targets	11
A2. Use of Resources	11
A2.1 Energy Consumption	11
A2.2 Water Consumption	12
A2.3 Energy Use Efficiency Initiatives and Targets	12
A2.4 Water Use Efficiency Initiatives and Targets	13
A2.5 Packaging Material	13
A3. The Environment and Natural Resources	13
A3.1 Significant Impacts of Activities on the Environment	13
A4. Climate Change	14
B. Social	15
1. Employment and labour practices	15
B1. Employment	16
B2. Employee Health and Safety	19
B3. Development and Training	21
B4. Labour Standards	23
2. Operating Practices	23
B5. Supply Chain Management	23
B6. Product Responsibility	25
B7. Anti-corruption	27
B8. Community Investment	28
Appendix I — HKEx ESG Reporting Guide Index	29

2022 Environmental, Social and Governance Report

SCOPE AND REPORTING PERIOD

This is the Environmental, Social, and Governance (“ESG”) report prepared by Everest Medicines Limited (the “Group”), highlighting its ESG performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix 27 of the Listing Rules and Guidance set out by The Stock Exchange of Hong Kong Limited.

This ESG report covers the Group’s overall performance in two subject areas, namely, Environmental and Social of the following business operations from 1 January 2022 to 31 December 2022 (the “Reporting Period”), unless otherwise stated:

- (i) The Zhangjiang Laboratory in Shanghai;
- (ii) The offices in Shanghai;
- (iii) The offices in Beijing; and
- (iv) The offices in the US.

The principal activities of the above-mentioned operations are developing and commercializing transformative pharmaceutical products. The Zhangjiang Laboratory was set up and started its operation in February 2022, the operation has had significant impacts on the environment, so Zhangjiang Laboratory is included in the Reporting Period. In addition, the new factory in Jiashan, Zhejiang was set up in September 2022 and started its production of medicine samples in November 2022. Since the factory has only operated for 2 months in the Reporting Period and did not have significant impacts on the environment, the factory is excluded in the Reporting Period.

Reporting Principles

The preparation of the ESG Report has applied the following principles:

Materiality — materiality assessments have been carried out to identify material environmental and social issues that have major impacts on investors and other stakeholders, the significant stakeholders, procedures, and results of the engagement of which are presented in the section “Stakeholder Engagement and Materiality” in the Report.

Quantitative — key performance indicators (“KPIs”) have been established, and are measurable and applicable to make valid comparisons under appropriate conditions; information on the standards, methodologies, assumptions, and/or calculation tools used, and sources of conversion factors used, have been disclosed when applicable.

Balance — performance of the Group was presented impartially, avoiding choices, omissions or presentation formats that may unduly influence readers’ decisions or judgements.

Consistency — consistent statistical methodologies and presentation of KPIs have been used to allow meaningful comparisons of related data over time.

STAKEHOLDER ENGAGEMENT AND MATERIALITY

The Group communicates with key internal and external stakeholders through daily interaction to understand their concerns and expectations on ESG issues. The Group engages stakeholders via various communication channels such as regular meetings and conferences, annual financial and ESG reports, surveys, grievance mechanisms and site visits. Through regular engagement sessions, the Group obtains valuable feedback and reviews areas of attention which will help the business to meet its potential growth and be prepared for future ESG challenges. The detailed the Group's key stakeholder engagement methods are shown in the following table.

Stakeholders	Methods of Engagement
Investors	<ul style="list-style-type: none"> • Issue timely announcements and circulars • Regular meetings and conferences • Publish financial and ESG reports • The Group's website
Employees	<ul style="list-style-type: none"> • Training and employees-caring activities • Grievance mechanism • Townhall and newsletters
Customers	<ul style="list-style-type: none"> • Surveys • Regular meetings and conferences • The Group's website
Suppliers and contractors	<ul style="list-style-type: none"> • Regular meetings and conference • Tendering process • Supplier rating system • Site visits
Government and regulatory authorities	<ul style="list-style-type: none"> • Regular meetings and conferences
Community	<ul style="list-style-type: none"> • Volunteering and charitable activities

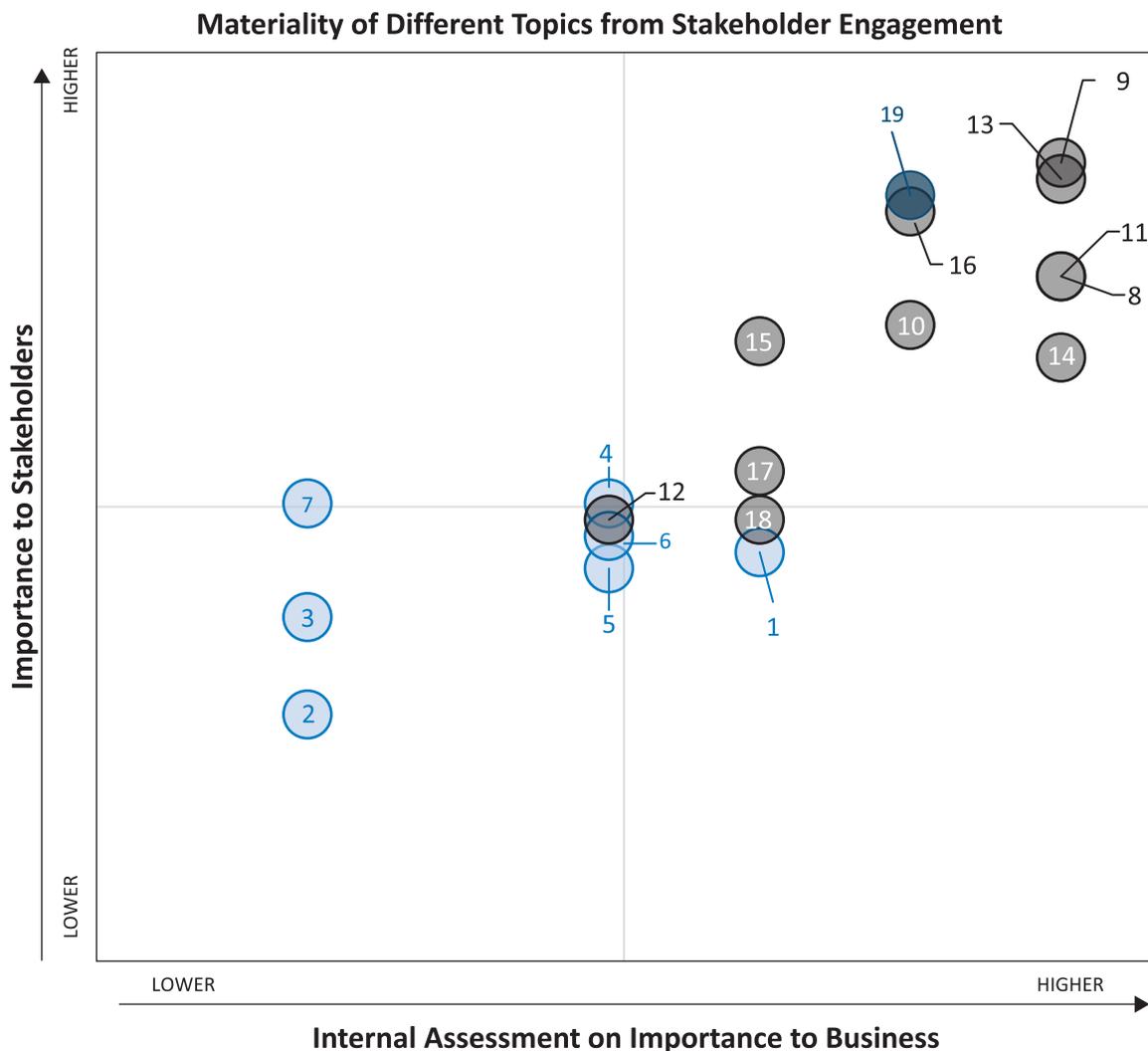
To determine the Group's material sustainability issues, the Group has hired a professional consultant to perform a stakeholder engagement assessment. The Group revised its list of main concerns through this effort, revisited them in light of its current business operations and the expectations of various stakeholders.

Materiality Assessment

To identify material ESG issues, the Group has specifically engaged a wide range of stakeholders, including the board of directors (the “Board”), shareholders, senior management, frontline workers, partners, clients and suppliers, to gain insights into ESG material topics. In the materiality assessment, stakeholders were asked to rate a list of 19 ESG topics in terms of their relevance and importance to the Group’s business continual and sustainability performance, as well as to the wider community.

Results of the materiality assessment and the consolidated list of material aspects with respective management are presented in below. Management of the material aspects are discussed in relevant sections of this report.

Figure 1 Materiality Matrix



2022 Environmental, Social and Governance Report

Table 1 Environmental and Social Issues for Materiality Assessment

ENVIRONMENTAL		SOCIAL		OTHERS	
1	Energy	8	Employment	19	Safety of Clinical Trials
2	Water	9	Occupational Health and Safety		
3	Air Emission	10	Development and Training		
4	Waste and Effluent Other Raw Materials	11	Labour Standards		
5	Consumption Environmental Protection	12	Supply Chain Management		
6	Policies	13	Intellectual Property Rights		
7	Climate Change	14	Data Protection		
		15	Customer Service		
		16	Product/Service Quality		
		17	Anti-corruption		
		18	Community Investment		

Through ongoing dialogue and materiality assessment during the Reporting Period, the Group has identified 5 material issues that were deemed as the most important by the stakeholders:

- Occupational Health and Safety
- Intellectual Property
- Labour Standard
- Employment
- Data Protection

Similar to the last reporting period, the stakeholders in the Group in this Reporting Period regarded some of the social topics such as occupational health and safety, employment and data protection as the most important elements to the business. The Group actively maintains communication with different stakeholders through the communication procedure on different ESG issues, such as energy saving, reduce resources consumption and cost reduction. The Group will continue to manage these critical issues by establishing more policies and guidelines to further enhance the Group's ESG performance.

2022 Environmental, Social and Governance Report

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on its ESG approach and performance. Any suggestions or views can be sent by post: 16/F., CITIC Pacific Plaza, 1168 West Nanjing Road, Jing'an District, Shanghai 200041, China or website: www.everestmedicines.com.

THE BOARD STATEMENT

The Board is honoured to present the Group's 2022 ESG report, which covers the Group's ESG initiatives and the performance of this Reporting Period.

Aligned with the mission of "Better Medicines, Better Life", the Group is expected to become one of the leading Asia-based global biopharma by 2030. The Board of Directors ("the Board") believes that the Group's highest standards of clinical trial excellence can be attained through its ESG efforts. The Board integrates ESG management into its strategic plans and goals, and has taken measures to promote ESG efforts across its businesses. Under a robust corporate governance framework, the Board and the Senior Management ("the Management") are committed to enhancing the Group' value to stakeholders. The Group's sustainability direction, strategy, goals, performance, and reporting are ultimately within the Board's responsibility.

An ESG Working Group ("the Working Group") has been established to encourage the efficient execution of the Group's sustainability agenda. The Working Group collaborates closely with the Management from Finance, Legal, and Quality Management Departments as well as the Board to oversee and manage ESG issues of the Group. The Working Group is looking to establish an Environmental Management System for upcoming business operations and development. The Working Group maintains close contact with external consultants to advance capacity-building for sustainable development and to gain a deeper grasp of emerging market trends, legal requirements, and capital market expectations.

The Board makes an effort to maintain good communication with all stakeholders to deliver more sustainable outcomes and services that align with their needs. The Board maintains good internal communications with employees and took care of their needs during the COVID-related lockdown period to ensure high quality in clinical trials, product development, goods and services provided by third-party suppliers, the Board strives to take active steps to strengthen the internal controls systems and procedures.

The Board takes climate-related risks and opportunities, and significant ESG impacts which accumulated in the daily business operations into account when formulating the Group's overall strategy. The Board is responsible for ensuring the effectiveness in the control of its risks and internal control mechanisms. For detailed information on climate-related risks and opportunities identified by the Board, please refer to the "A4. Climate Change" section.

A. ENVIRONMENTAL

The Group is highly conscious of balancing development and environmental protection to maintain a sustainable society. The Group is committed to continuously improving its environmental sustainability and ensuring environmental consideration remains one of the top priorities through its business operation.

The Group stringently complies with national and local laws and regulations concerning environmental protection and pollution control, including but not limited to:

- Energy Conservation Law of the People's Republic of China ("PRC");
- Environmental Protection Law of the PRC;
- Law of the PRC on the Prevention and Control of Water Pollution;
- Law of the PRC on Prevention and Control of Air Pollution; and
- Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste.

No non-compliance with relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, and generation of hazardous and non-hazardous waste was identified during this Reporting Period.

A1. Emissions

A1.1 Air Emissions

The Group was not involved in the consumption of fuel that contributes to significant emissions of non-GHG air emissions.

A1.2 Greenhouse Gas ("GHG") Emissions

During this reporting period, the Group's business activities contributed to a GHG emission of 635.46 tonnes of carbon dioxide equivalent (tCO₂e.), the overall intensity of the GHG emissions for the Group was 0.09 tCO₂e./m² of total area.

2022 Environmental, Social and Governance Report

The GHG emissions reported include the following activities and scopes:

- Direct (scope 1) GHG emissions from the consumption of stationary and mobile sources;
- Indirect energy (scope 2) GHG emissions from purchased electricity; and
- Other indirect (scope 3) GHG emissions from municipal freshwater and sewage processing and business air travel by employees.

Table 2 GHG Emissions by Scope

Scope of GHG emissions	Emission sources	GHG Emission (in tCO ₂ e.)	Sub-total (in tCO ₂ e.)	Total GHG emission (in percentage)
Scope 1				
Direct emissions	No direct emissions derived from the Group' operations.			
Scope 2				
Energy indirect emissions	Purchased electricity	592.34	592.34	93%
Scope 3				
Other indirect emissions	Electricity used for freshwater processing	0.23	43.12	7%
	Electricity used for sewage processing	0.10		
	Business air travel by employees	42.79		
Group total			635.46	100%

Note 1: Emission factors were made reference to Appendix 27 to the Listing Rules and their referred documentation as set out by Hong Kong Exchanges and Clearing Limited, unless stated otherwise.

Note 2: The emission factor of 0.581 kg CO₂e/kWh was used for purchased electricity in the PRC, which was made reference to The Ministry of Ecology and Environment of the People's Republic of China 2012.

Note 3: The electricity consumption in the US is not included in GHG emissions as the relevant data was managed by the shared offices, which was not directly controlled by the Group.

Note 4: Scope 3 GHG emissions were calculated based on available emission factors referred by the Appendix 27 to the Listing Rules and their referred documentation.

A1.3 Hazardous Waste

All hazardous waste in the Group is managed in accordance with the applicable national regulations and international standards, including the Prevention and Control of Environmental Pollution by Solid Waste of the PRC. The Group is committed to minimizing hazardous waste which poses risks to our health and the environment. All the hazardous waste is handled by the third-party waste handling companies.

The Group generated a total of 2,218 kg of hazardous waste, mainly medical waste, consumable wastes for experiments, waste packaging materials, waste activated carbons and chemical wastes during this Reporting Period. The overall intensity was 0.30 kg/m² of total area.

Table 3 Hazardous Waste Generated

Type of hazardous waste	Unit	2022	2021
Medical waste	kg	498	No hazardous waste was generated from the Group's operations in the previous reporting period as the Zhangjiang Laboratory started its operation in February 2022.
Consumable wastes for experiments	kg	438	
Waste packaging materials (contaminated by chemical raw materials and reagents)	kg	28	
Waste activated carbon	kg	632	
Chemical waste	kg	622	
Total amount of hazardous waste	kg	2,218	

A1.4 Non-hazardous Waste

All non-hazardous wastes are collected by the third-party waste handling companies for centralised disposal. Besides, the waste handling facility, such as solid waste storage warehouse is constructed in accordance with the relevant laws, regulations and emission control requirements.

2022 Environmental, Social and Governance Report

Table 4 Non-Hazardous Waste Generated

	Non-hazardous waste amount (tonnes)	
	2022	2021
Shanghai	12	20.9
Beijing	7.6	9.9
The Zhangjiang Laboratory	5.7	N/A
Other regions	11.2	1.0
Total non-hazardous waste produced	36.5	31.4
Overall non-hazardous waste intensity (kg/m²)	4.96	4.27

Note: The amount of non-hazardous waste is estimated by the calculation method of assuming 0.1 tonnes of non-hazardous waste generated by one employee per year.

A1.5 Measures to Mitigate Emissions and Emission Reduction Targets

The GHG emissions, generated from the Group's daily electricity consumption, are the main source of the Group's carbon footprint. The Group will continue to monitor and disclose the Group's carbon footprint to control the impact of its business operations on the environment. The Group actively adopts the following measures to mitigate GHG emissions:

- Eco-friendly and energy-saving office equipment is preferable in the procurement process;
- Use LED lighting in offices if possible;
- Turn off lights and unnecessary energy devices to reduce energy consumption and avoid unnecessary energy waste;
- Turn off unused equipment such as computer equipment when leaving the office; and
- Review the GHG emissions of the Group and improve emission reduction plan continuously.

According to the materiality matrix, GHG emissions topic is not regarded as material to the Group, and the Group' business is still in the process of developing drug research and drug production, so no quantitative GHG reduction target is set in the Reporting Period. However, the Group strives to review and improve GHG reduction measures continuously.

A1.6 Wastes Reduction Initiatives and Targets

The Group strictly observes national laws and complies with the requirements of the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste and National Catalogue of Hazardous Wastes in handling both hazardous and non-hazardous waste. Internally, the Group has established various waste management and reduction measures.

For details about the handling measures of hazardous waste and non-hazardous waste, please refer to “A1.3 Hazardous Waste” and “A1.4 Non-hazardous Waste” sections.

According to the materiality matrix, waste reduction topic is not regarded as material to the Group, and the Group’ business is still in the process of developing drug research and drug production, so no quantitative waste reduction target is set in the Reporting Period. However, the Group strives to review and improve waste reduction measures continuously.

A2. Use of Resources

A2.1 Energy Consumption

The total energy consumption of the Group was 1,019,517 Kilowatt-hour (“kWh”), with an overall energy intensity of 138.62 kWh/m² during this Reporting Period. All the energy consumption of the Group was derived from electricity consumption. Due to the expansion of the operations with the new Zhangjiang Laboratory, the total energy consumption increased significantly in the Reporting Period.

Table 5 Energy Consumption and Intensity

Direct/indirect energy sources	2022 (MWh)	2021 (MWh)
Electricity	1,019.52	262.10
Energy intensity (kWh/m ²)	138.62	78.1

Note 1: Conversion factors were made reference to IEA Energy Statistics Manual and 2006 IPCC Guidelines for National Greenhouse Gas Inventories.

Note 2: The electricity consumption in the US is not included in energy consumption as the relevant data is managed by the shared offices, which is not directly controlled by the Group.

2022 Environmental, Social and Governance Report

A2.2 Water Consumption

The total water consumption for the Group was 529.9 m³, with a water intensity of 0.07 m³/m² of total area during the Reporting Period. No issues on sourcing water that is fit for purpose were reported during the Reporting Period.

According to the materiality matrix, water reduction topic is not regarded as material to the Group, and the Group' business is still in the process of developing drug research and drug production, so no quantitative water reduction target is set in the Reporting Period. However, the Group strives to review and improve water reduction measures continuously.

Note: In Shanghai operations, the old office has ceased its operation in November 2022, the water consumption data of the old office was not directly controlled by the Group so the water consumption data in Shanghai was not available in the previous reporting period. During the Reporting Period, the office was relocated, and the water consumption data of the new office is available. As for the above-mentioned reasons, the water consumption data in Shanghai is available starting from this Reporting Period.

A2.3 Energy Use Efficiency Initiatives and Targets

To consume energy more efficiently, the Group continues to promote energy-saving behaviour among employees. The following energy conservation measures have been implemented:

- Employees are encouraged to turn off their computers after working hours;
- Printers are switched into energy-saving mode automatically when not in use;
- Review the energy consumption of the Group and improve energy-saving plan continuously; and
- The energy-saving measures stated in "A1.5 Measures to Mitigate Emissions and Emission Reduction Targets" section.

According to the materiality matrix, energy reduction topic is not regarded as material to the Group, and the Group' business is still in the process of developing drug research and drug production, so no quantitative energy reduction target is set in the Reporting Period. However, the Group strives to review and improve energy reduction measures continuously.

A2.4 Water Use Efficiency Initiatives and Targets

The Group strives to increase its water use efficiency and ensures its operations comply to the relevant laws and regulations of effective use of water. The following water use efficiency measures are implemented:

- Improve the recycling system of air-conditioner condensation to reduce chemical consumption and water treatment loads;
- Review the water consumption of the Group and improve water-saving plan continuously; and
- Improve the sewage treatment facilities to maintain its ability of handling sewage.

According to the materiality matrix, water consumption reduction topic is not regarded as material to the Group, and the Group' business is still in the process of developing drug research and drug production, so no quantitative water consumption reduction target is set in the Reporting Period. However, the Group strives to review and improve water consumption reduction measures continuously.

A2.5 Packaging Material

The Group did not consume any packaging materials during the Reporting Period.

A3. The Environment and Natural Resources

A3.1 Significant Impacts of Activities on the Environment

The majority of the Group's operations are carried out in offices with minimal impact on the environment. However, the Group is developing drug research and drug production businesses. It is foreseeable that the demand for energy and water will increase in the future, and it is inevitable to increase the amount of waste production and GHG emissions to meet the needs of drug research and production.

The Group realises its responsibility of minimising the adverse impacts on the environment and natural resources through its business operations and strives to improve and review the environmental measures continuously in order to achieve its best performance of GHG and waste reduction in the long term.

2022 Environmental, Social and Governance Report

A4. Climate Change

Planet warming creates a wide range of risks for businesses, from disrupted supply chains to rising insurance costs to labour challenges. With the increasing threat of climate change and the associated physical damage, change in market perception and shift in preference of the public towards more environmentally friendly products and services, the financial, reputational and strategic risk implications are becoming increasingly prominent. Climate change will undoubtedly be of increasing concern to the Group and industry as a whole for the foreseeable future. The Group has identified the climate-related risks and opportunities by using the following matrix.

Table 6 Physical and Transition Risks

Climate-related Risk	Time Horizon	Potential financial impacts	Risk level	Trend
Physical Risks				
Extreme weather	Short term and Long term	<ul style="list-style-type: none"> • Extreme weather events, such as typhoons, storm surges and rainstorms, may cause physical damage to infrastructure, and failure of technology and equipment incur costs on recovery and repair. Recovery and repair can take months or even years. • The increasing temperature may increase the costs of cold-storage and cold-logistics of medicines and chemicals. 	Low	Increase
Transition Risks				
Tightening of climate-related policies	Long term	Tightened environmental policies increase the cost of fulfilling such requirements. It might also raise the operating costs, insurance costs and penalties for noncompliance, such as the change of policies may increase the costs of handling hazardous wastes and the costs of purchasing raw materials.	Medium	Increase
Cost to transition to lower emissions technology	Medium term	Substitution of existing technology and equipment with lower emissions or resource-saving options to comply with the new energy and sustainability standards incur investment and maintenance costs.	Low	Increase
Changing customer behaviour	Medium term	A change in customer or user behaviour and preferences leads to a loss in customer and income if there is a failure to meet stakeholders' expectations on climate risk management and goals.	Low	Increase
Reputation Risk	Medium term	The change in customer or user preferences may increase the chance of receiving negative stakeholder feedback about the existing logistic services. It may affect the reputation of the Group.	Low	Increase

Measures to cope with the climate-related physical and transition risks

1. During extreme weather events, employees are advised to remain in a safe place until it is safe to resume normal activities. The Group continues to enhance internal awareness and training for the Group's professionals regarding climate risk so that the ability of the Group to cope with the negative impacts of extreme weather can be strengthened.
2. The Group adopts industry best practices according to the potential climate-related risks identified, which aims to improve energy efficiency throughout the Group's operation. All internal professionals and frontline staff are encouraged to focus on the daily procedure to achieve the objective of climate change mitigation.
3. The Group regularly examines stakeholders' preferences on climate-related performance and disclosure and ensures transparent communication with stakeholders.

Opportunity

While there are climate-related risks that the business of the Group is vulnerable to in general, the Group continuously explores opportunities brought about by climate change. With the increasing market preference for environmentally friendly products and services, the Group has an opportunity to develop energy-efficient technologies to maximise the efficiency of its business with low carbon footprints.

B. SOCIAL

1. Employment and labour practices

The Group strictly complies with national and local laws and regulations concerning employment and labour practices, including but not limited to:

- Labour Law of the PRC;
- Labour Contract Law of the PRC;
- Law on the Protection of Minors;
- Law on the Protection of Disabled Persons; and
- Employment Ordinance of Hong Kong.

2022 Environmental, Social and Governance Report

No non-compliance with relevant laws and regulations that had a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare had been identified during the Reporting Period.

B1. Employment

The Employee Handbook of the Group clearly outlines details of recruitment, promotion, discipline, working hours, vacations and other benefits, and the Group has laid down compliance procedures and a series of work safety rules. The Group is responsible for the confirmation that the staff has full understanding of the content of the Employee Handbook before they commence employment with the Group.

Employee Profile and Turnover

As of 31 December 2022, the Group had a total number of 365 employees. All the employees of the Group are full-time workers. The breakdown of employees according to employment type, employee category, age group, gender and region is as follows.

Table 7 Employment Data by Employment Type, Employee Category, Age Group, Gender and Region

	Number of Employees	Percentage %
Total number of employees	365	
Employment type		
Full-time	365	100%
Part-time	0	0%
Employee category		
Senior management	9	2.47%
Middle management	29	7.95%
Frontline and other staff	327	89.59%
Age group		
18–25	5	1.37%
26–35	138	37.81%
36–45	167	45.75%
46–55	45	12.33%
56 or above	10	2.74%

2022 Environmental, Social and Governance Report

	Number of Employees	Percentage %
Gender		
Male	164	44.93%
Female	201	55.07%
Region		
Mainland China	346	94.79%
France	1	0.27%
United States	9	2.48%
South Korea	5	1.37%
Singapore	3	0.82%
Indonesia	1	0.27%

During this Reporting Period, a total of 191 employees left the Group, with an annual staff turnover rate of 52%. The high turnover rate is mainly due to the divestment of Trodelvy, which led to a shift in company strategy focus from on oncology to other therapeutic areas.

Table 8 Total Turnover Rate by Employment Category, Age Group, Gender and Region

Turnover rate by employee category	
Senior management	22%
Middle management	49%
Frontline and other staff	54%
Turnover rate by employment type	
Full-time	52%
Part-time	0%
Turnover rate by age group	
18–25	20%
26–35	49%
36–45	56%
46–55	56%
56 or above	40%
Turnover rate by gender	
Male	55%
Female	50%

2022 Environmental, Social and Governance Report

Turnover rate by region

Mainland China	54%
United States	33%
Singapore	100%
South Korea	20%

Note: The turnover rate was calculated by (no. of employees leaving the company during the reporting period/no. of employees as of 31 December 2022)*100%.

Inclusive Workplace

In order to help the employees perform to the best of their abilities, the Group is committed to establishing a culture of inclusivity and open communication at work. The Group adheres to the principle of equal opportunity and makes sure that all decisions pertaining to employment, such as recruitment, compensation, promotion, and performance evaluation are made entirely on the basis of their qualifications and merits. The Employee Handbook provides guidelines to all employees regarding their workplace conduct and it is reviewed and revised if necessary.

The Group has zero tolerance for any form of harassment, intimidation, bias and discrimination on the grounds of age, gender, disability, religion, family status and obligations, race and colour. Any reported concerns or complaints regarding any kinds of harassment, discrimination, or retaliation based on a protected category are handled in accordance with the specific procedure outlined in the Policy Against Harassment, Discrimination, and Retaliation.

Employees Communication

By implementing Open Door Policy, employees are encouraged to take part in the discussion of the policies which may affect their daily professional responsibilities. Employees can raise job-related concerns and complaints to their line manager or any other management representative.

To strengthen employees' sense of belonging to the Group, the Group arranges celebrations in celebratory events and birthdays regularly.

Labour Contract Management

The Labour contracts of the Group comply with the Labour Law of the PRC and the Labour Contract Law of the PRC. The Labour contract management of the Group included signing and termination of Labour contracts, and regulated positions, working hours, remuneration and benefits of the employees clearly in the purpose of ensuring the Labour standards. Any overtime arrangement must be made under the principle of negotiation between the company and the employees and the employees' voluntary principle. The relevant remuneration must be paid in accordance with the applicable laws and regulations. During the Reporting Period, the Group complied with employment-related laws and regulations.

Employee Compensation and Benefits

The Group is committed to providing fair and competitive remuneration and benefits to its employees, including but not limited to paid leave, family leave, disability leave, basic medical insurance, employment injury insurance, unemployment insurance, maternity insurance and annual body check-up.

The Group offers benefits for eligible employees to take paid time off. The Group believes these benefits will increase employees' productivity and make their work experience more satisfying.

Additionally, the Group offers Employee Share Option Plan ("ESOP") to align interest of its employees with those of the Group. ESOP is given to a wide range of employees and all full-time employees are eligible. The Group wants to reward and motivate its employees to work towards enhancing the value of the Group as a whole, to share in the reward from their achievements as well.

The hiring team has established a Referral Bonus Scheme and welcomes all employees to take part in it to support recruitment efforts. A referral bonus is awarded for current employees who refer new talent to the Group, and on a condition that the new talent is successfully placed and successfully completes his or her probationary period.

B2. Employee Health and Safety

The Group cares about the health, safety and security of all the staff, and strives to protect the physical and mental health, safety and security of employees. The Group strictly complies with the relevant laws and regulations including but not limited to:

- Labour Law of the PRC;
- Law of the PRC on the Prevention and Treatment of Occupational Diseases;
- Fire Protection Law of the PRC; and
- Occupational Safety and Health Ordinance (Cap. 509) in Hong Kong.

The Employee Handbook of the Group clearly outlines the details of occupational and safety rules which provides guidance to complying with the relevant laws and regulations. The Group did not note any cases of material non-compliance with occupational health and safety laws and regulations in the Reporting Period.

2022 Environmental, Social and Governance Report

The Group has adopted the following occupational health and safety measures in daily business operation routines:

- Monitor air quality of the offices;
- Provide ergonomic office furniture to ensure comfort in daily operations;
- Provide safety training for operational staff to promote safety awareness and minimize the risk of potential work hazards; and
- Conduct fire drills regularly.

The Group conducted regular reviews of the internal occupational health and safety management, taking employee feedback into account to promote ongoing improvements in employee health and safety.

Responses to the COVID-19 pandemics

During the COVID-19 pandemics, the Group has taken the following measures to protect employees:

- Implement work-from-home arrangements to minimise the risk of the coronavirus outbreak;
- Establish “Employee Assistance Program” that offer psychological counseling to staff on request;
- Provide food and supplies packages 3 times during lock-down to those who have difficulty in purchasing necessities;
- Provide protective resources for employees if needed, such as surgical masks, disinfectant alcohol and rapid antigen test (“RAT”) kits;
- Sterilise and ventilate the offices;
- Check the body temperature of employees;
- Keep track of the travel history and health conditions of employees and their close contacts; and
- Minimise in-person meetings.

Table 9 Number of Work-Related Fatality and fatality rate, Injury Cases, Lost Days

	2022	2021	2020
Number of work-related fatalities	0	0	0
Work-related fatality rate	0%	0%	0%
Work-related injury cases	1	0	0
Lost days due to work-related injury	41	0	0

There were no work-related fatality cases in the past 3 years, including the Reporting Period. However, the Group reported 1 work-related injury case and 41 lost days due to work-related injury. During the Reporting Period, the Group has recorded a work-related injury case which an employee sprained when he was on the way to work. The incident has been investigated and appropriate actions have been taken immediately. For instance, providing assistance to the injured employee, ensuring adequate lighting in the workplace and promoting safety knowledge to employees to enhance their work safety awareness. In order to ensure a safe working condition for all staff and avoid the similar work-related injury happening in the future, the Group will evaluate the current work safety management regularly to ensure employees work in safe condition.

B3. Development and Training

The Group is concerned about common growth and development opportunities of employees, so corresponding skills improvement and development training are provided for different types of work and job positions. The Group offers on-the-job training and self-learning programs to widen the knowledge bases of employees. During the Reporting Period, the Group has encouraged employees to participate in various training. For instance, Autoimmune Encephalitis (“AE”) Awareness Training, Product Complaint Training, training on leadership and communication and information technology etc. To enhance the efficiency of training management, the Group has created the user account for all employees in eQMS (Veeva Vault) System to allocate different types of training to different employees.

In a healthcare business sector, which is evolving quickly and becoming more competitive, the Group has established a performance assessment mechanism in order to maintain the talents that support its business, and rewards high-performing employees for their accomplishment. To monitor and assess employees’ performance, the Group conducts semi-annual performance reviews and offers relevant training to support employee development. Individual Development Plans are established for employees to track their self-improvement and identify areas for further development. With the support of their managers and supervisors, the review process provides all employees with the chance to assess their objectives and realise the full potential of their careers.

2022 Environmental, Social and Governance Report

As of 31 December 2022, the Group provided over 1,016 training hours to a total of 127 employees (inclusive of employees who have left the Group during the Reporting Period). The average training hours per employee were 2.78 hours. The number of Employees who received training and average training hours completed are as follows.

Table 10 Number of Employees who Received Training and Average Training Hours Completed

Total number of trained employees	127
Total training hours for all employees	1,016
Average training hours per employee employed	2.78
By Employee Category	
Number of trained Senior Management	1
Average training hours per senior management employee employed	0.89
Number of trained Middle Management	5
Average training hours per middle management employee employed	1.38
Number of trained Frontline and other Staff	121
Average training hours per frontline and other employee employed	2.96
By Gender	
Number of trained Male employees	68
Average training hours per male employee employed	3.32
Number of trained Female employees	59
Average training hours per female employee employed	2.35

Note: The average training hours per employee was calculated by (Total of training hours during the Reporting Period/no. of employees as of 31 December 2022)*100%.

Table 11 Percentage of Employee Who Received Training

	Percentage %
Total percentage of trained employees	35%
By Employee Category	
Senior management	11%
Middle management	17%
Frontline and other Staff	37%
By Gender	
Male	41%
Female	29%

Note: The percentage of employees who received training was calculated by (Total no. of trained employee during the Reporting Period/no. of employees as of 31 December 2022)*100%.

B4. Labour Standards

Child and forced Labour is strictly prohibited within the Group. The Group strictly observes applicable laws and regulations regarding employment and Labour standards, such as the Labour Law of the PRC, the Provisions on Prohibiting the Use of Child Labour, the Labour Contract Law of the PRC and the Law on the Protection of Minors.

The Group only recruits employees who are over the legal working age, and new employees are required to provide true and accurate personal data. Furthermore, background checks will be conducted during the recruitment process in order to ensure the identity of the employees before they are employed. If the violation is found, disciplinary actions will be taken when necessary.

No non-compliance with relevant laws and regulations relating to preventing child and forced Labour was identified during the Reporting Period. There were no major risks associated with incidents of child and forced Labour within the Group's operation sites. No child and forced Labour was hired in the Group.

2. Operating Practices

B5. Supply Chain Management

Table 12 shows the number of suppliers of the Group in this Reporting Period.

Table 12 Number of suppliers by geographical region

Geographical region of suppliers	Number of suppliers	Type of suppliers
Mainland China	112	CRO
	92	Office G&A suppliers
	82	Sales and marketing suppliers
	74	IT & digital suppliers
	61	Professional services
	23	Hotel
	14	Equipment and materials
	10	CDMO
	10	Data resources
	8	Expressage and logistics supplier
	5	Insurance
	4	Drug supply
Total number of suppliers:	495	

2022 Environmental, Social and Governance Report

Supply chain management

The Group manages its supply chain in accordance with the Standard Operating Procedures (“SOP”). The SOP outlines the responsibilities and procedures for procuring products and services, including the verification of suppliers’ and contracted service providers.

Specific standards for managing the health and safety of the products are used in the selection process for suppliers, and their credentials are verified in the initial due diligence process. If a supplier fails to comply with the standards, they will be required to take remedial action or they will be terminated if they fail to meet the standards. Environmental, Health and Safety (“EHS”) clauses will be included in supplier contracts as required by our business, and the procurement team will evaluate the performance of major vendors.

The Group supports its clinical investigations in China by selecting some of the renowned Contract Research Organisations (“CROs”). Academic credentials, industrial reputation, adherence to pertinent regulations, and cost competitiveness are taken into consideration in the selection process of CROs. The Group conducts an audit of the CROs every three years. Reference from identified risks and the inspection conducted by the Centre for Food and Drug Inspection, ad hoc audits or quality visits are carried out. The routine oversight includes quality issue escalated corrective and preventive action (CAPA) follow-up, quality risk assessment remediation action, key quality indicators (“KQI”) and Quality Control (“QC”) team’s oversight activities, such as trial master file (“TMF”) QC review and Co-Monitoring.

Based on a supply continuity risk assessment, the Group has developed alternative sourcing plans for these suppliers where necessary. In addition, prior to engagement, third-party suppliers are subjected to a preliminary risk assessment. Compliance due diligence is carried out on the identified high-risk suppliers. These high-risk suppliers include those who frequently interact with governmental organizations or representatives on behalf of the Group, and who offer sensitive services including patient recruitment or external meeting organization suppliers.

The Group also formulates the chemical management procedures, waste management procedures and biosafety management procedures to monitor environmental protection performance along supply chain, and due diligence check is also conducted by the Legal Team. Furthermore, quality audits are conducted for the suppliers who are required to comply with the Laboratory Testing Regulations, such as Good Clinical Practice (“GCP”) and Good Manufacturing Practice (“GMP”).

The Group has given priority to environmentally friendly raw materials and products in the procurement process. High energy-efficient equipment is chosen, and the energy efficiency requirements of the purchased equipment are followed in accordance with the Minimum Allowable Values of Energy Efficiency and Values of Efficiency Grades for Motors (GB 18613-2020). The Group also considers energy efficiency and environment-related requirements when selecting heating, ventilation and air conditioning systems (“HVAC”) and furniture.

B6. Product Responsibility

In order to ensure the safety and quality of services, the protection of intellectual property right and data protection, the Group complies with the following laws and regulations, including but not limited to:

- Trademark Law of the PRC;
- General Principles of the Civil Law of the PRC.

There was no non-compliance of laws and regulations relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress in this Reporting Period.

Quality Assurance

The Group realises that producing high-quality goods and services is an important element to maintaining the competitiveness of its business. The Quality Management Department is responsible for monitoring quality performance and implementing quality governance mechanisms. Independent Quality Management system (“QMS”) has implemented in order to monitor the quality of the clinical development, manufacturing and testing of the drug candidates.

The main responsibilities of the Quality Management Department are as follows:

- Establishing a strong quality management system for the Group’s line functions to ensure that all of its operations comply with national and international regulatory standards;
- Adopting audit plans for investigator site audits, process audits, system audits, Contract Manufacturing Organization (“CMO”) site audits, and GxP vendor audits to ensure the Group complies with relevant regulatory standards;
- Managing the Group’s quality control policy and standard operating procedures, as well as organizing and carrying out risk assessments for its business and specific projects to ensure high quality metrics and prompt reporting to our senior management team.

Additionally, the phase I of the electronic Quality Management System (“eQMS”) has been developed and put into operation. This phase includes the management modules for eSOPs and e-Training. To ensure that the relevant management operations comply with ICH standards and the related laws, regulations, and regulatory guidelines, the Group has been updating the unified quality management system covering GCP, GMP, and GSP.

The business nature of the Group does not involve selling or shipping products in the current situation, there were no product recalls or service complaints due to health and safety reasons received during the Reporting Period.

2022 Environmental, Social and Governance Report

Intellectual Property Rights

The Group diligently applies for and to protect its intellectual property (“IP”) rights, including patents, copyrights, trademarks, service marks, research and development achievements, trade secrets, technical data and other related rights. The Intellectual Property Policy provides an overview of the various categories of intellectual property as well as the duties and responsibilities of employees to protect this information. The Policy outlines important procedures for maintaining confidentiality, protecting copyright, trademarks and trade secrets.

Data Protection

The Group strictly implements the policy of protecting personal information, as maintaining confidentiality is vital for building trust between the Group and other stakeholders. The Group has established a Personal Data Protection Policy which outlines the fundamental guidelines of processing personal data, whether it is in written, electronic or verbal form. It also involves topics including data protection in business activities, response to personal data breach incidents, roles and responsibilities etc. The Group is responsible for taking effective mitigation measures where there may be a risk to the rights and freedoms of Data Subjects in line with all relevant laws and regulations.

Additionally, the employee handbook outlines the specific requirements of handling confidential data, along with specific security measures to protect sensitive data.

Safety of Clinical Trials

In managing and executing clinical trials for the development and approval of pharmaceuticals, the Group adheres to a rigorous and structured process. To evaluate and manage the quality risks associated with clinical trials, Clinical Quality Assurance (“CQA”), a part of the Group’s Quality Management System is overseen by the Quality Management Department.

The informed consent of all clinical trial participants and the reporting of adverse events (“AE”) and serious adverse events (“SAE”) are the two important elements to ensure the safety of clinical trials. The preparation, review, and distribution of the informed consent forms (“ICF”) for clinical research and safety data management are regulated by the SOP. ICFs must adhere to stringent review and approval procedures as part of the drafting process, and they must contain all elements of informed consent as specified by regulations. This enables the patient to participate in the clinical trial voluntarily with a well-informed decision. The Group adheres to GCP in all aspects of clinical trials management.

B7. Anti-corruption

The Group regards honesty, integrity, and fairness as its core values, so the related national laws and regulations are strictly complied with, including but not limited to:

- Criminal Law of the PRC;
- Anti-Money Laundering Law of the PRC; and
- Law Against Unfair Competition of the PRC.

The Group had no non-compliance with relevant laws and regulations of bribery, extortion, fraud and money laundering in this Reporting Period.

The Group has formulated the Code of Conduct and Business Ethics, which forms the basis of ethics governance and provides guidance to interact with stakeholders so as to ensure proper conduct in all aspects of the Group's operations. The Code of Conduct and Business Ethics outlines all the policies, practices, and rules pertaining to the prevention of bribery and fraud, conflicts of interest, the acceptance of gifts and entertainment from third parties. The Legal and Compliance Department is responsible for training new hires regularly to ensure their understanding of the Code of Conduct and Business Ethics. The anti-corruption measures are carried out in accordance with all relevant laws and regulations.

Whistle-blowing Policy

The Group is committed to the highest possible standards of openness and accountability, as well as preventing, detecting and reporting any fraud. A whistle-blowing policy has been established for employees and stakeholders to voice their concerns about suspected fraud.

Whistle-blowers can provide details of concerns about the suspected cases by writing in the standard whistle-blowing report form, and sending the report form to the Compliance Officer by email. Any received report will be acknowledged receipt by the Compliance Officer within three working days. The Compliance Officer is responsible for managing and evaluating the report and undergoing investigation of the suspected case. The result of the investigation is reported to the management and a formal report of the case is prepared for the Audit Committee to implement corrective actions for resolving substantiated frauds.

All the detailed information of the reported case will be handled confidentially. The Group recognises that protecting whistleblowers is important in reporting and investigation procedure of corruption. The Group prohibits any unlawful discrimination or retaliation, or hostile measures against investigators and whistle-blowers.

2022 Environmental, Social and Governance Report

Anti-corruption training

In order to strengthen the awareness of anti-corruption in the workplace, the Group carries out effective communication and training within the company to ensure that employees understand the concepts involved in the code of conduct, and help employees identify legal and illegal concepts, ethical and dishonest behaviour.

During the Reporting Period, an anti-corruption presentation was held in October 2022 for all employees. The contents of the presentation focused on delivering the concepts of conflict of interest, anti-fraud and information confidentiality through specific case sharing and introducing of detailed compliance requirements.

B8. Community Investment

The Group contributes to the community by reaching out to the community actively in the Reporting Period. Participating in these activities can develop positive value in helping people and our society. The Group participated in healthcare promotion conferences actively to share the knowledge and experiences of clinical treatments of diseases and exchange new drug innovation research and development. The Group believes that the exchange of clinical treatment knowledge and new drug innovations can enhance the development of advanced clinical treatment technologies, which can benefit society in the future. The details of community investment made by the Group during the Reporting Period are shown in the following table.

Table 13 The breakdown of the community investment details by focus area, activities and resources contribution

Focus area	Activities	Resources contributed
Healthcare	The China Pilot Free Trade Zone healthcare industrial promotion conference and the 6th International Biomedical (Hangzhou) Innovation Summit	Dr. Kerry Blanchard, the former chief executive officer of the Group, attended the sub-forum on nucleic acid drug development and design and gave an informative speech.
	Asia-Pacific Expert consultation conference of “Sacituzumab Govitecan”	The Group’s Medical Oncology Team exchanged the clinical experience, recent research and innovations of breast cancer treatment.

APPENDIX I – HKEX ESG REPORTING GUIDE INDEX

General Disclosures and KPIs	Description	Section(s)
Environmental		
Aspect A1: Emissions		
General disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	• A. Environment
KPI A1.1	The types of emissions and respective emissions data.	• A1. Emission
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity.	• A1.2 GHG Emissions
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity.	• A1.3 Hazardous Waste
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	• A1.4 Non-hazardous Waste
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	• A1.5. Measures to Mitigate Emission and Targets
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	• A1.6. Waste Reduction Initiatives and Targets
Aspect A2: Use of Resources		
General disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	• A2. Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	• A2.1. Energy Consumption
KPI A2.2	Water consumption in total and intensity.	• A2.2. Water Consumption
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	• A2.3. Energy Use Efficiency Initiatives and Targets
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	• A2.4. Water Use Efficiency Initiatives and Targets
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	• A2.5. Packaging Materials
General Disclosure	Policies on minimising the issuer’s significant impact on the environment and natural resources.	• A3. The Environment and Natural Resources

2022 Environmental, Social and Governance Report

General Disclosures and KPIs	Description	Section(s)
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	<ul style="list-style-type: none"> A3.1. Significant Impacts of Activities on the Environment

Aspect A4: Climate Change

General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	<ul style="list-style-type: none"> A4. Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	<ul style="list-style-type: none"> A4. Climate Change

Social

Employment and Labour Practices

Aspect B1: Employment

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	<ul style="list-style-type: none"> B. Social 1. Employment and Labour Practices B1. Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	<ul style="list-style-type: none"> B1. Employment- Employee Profile and Turnover
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	

Aspect B2: Health and Safety

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	<ul style="list-style-type: none"> B2. Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	<ul style="list-style-type: none"> B2. Employee Health and Safety
KPI B2.2	Lost days due to work injury.	<ul style="list-style-type: none"> B2. Occupational Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	<ul style="list-style-type: none"> B2. Employee Health and Safety Responses to the COVID-19 pandemics

2022 Environmental, Social and Governance Report

General Disclosures and KPIs	Description	Section(s)
------------------------------	-------------	------------

Aspect B3: Development and Training

General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	• B3. Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category.	• B3. Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	

Aspect B4: Labour Standards

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child or forced labour.	• B4. Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	

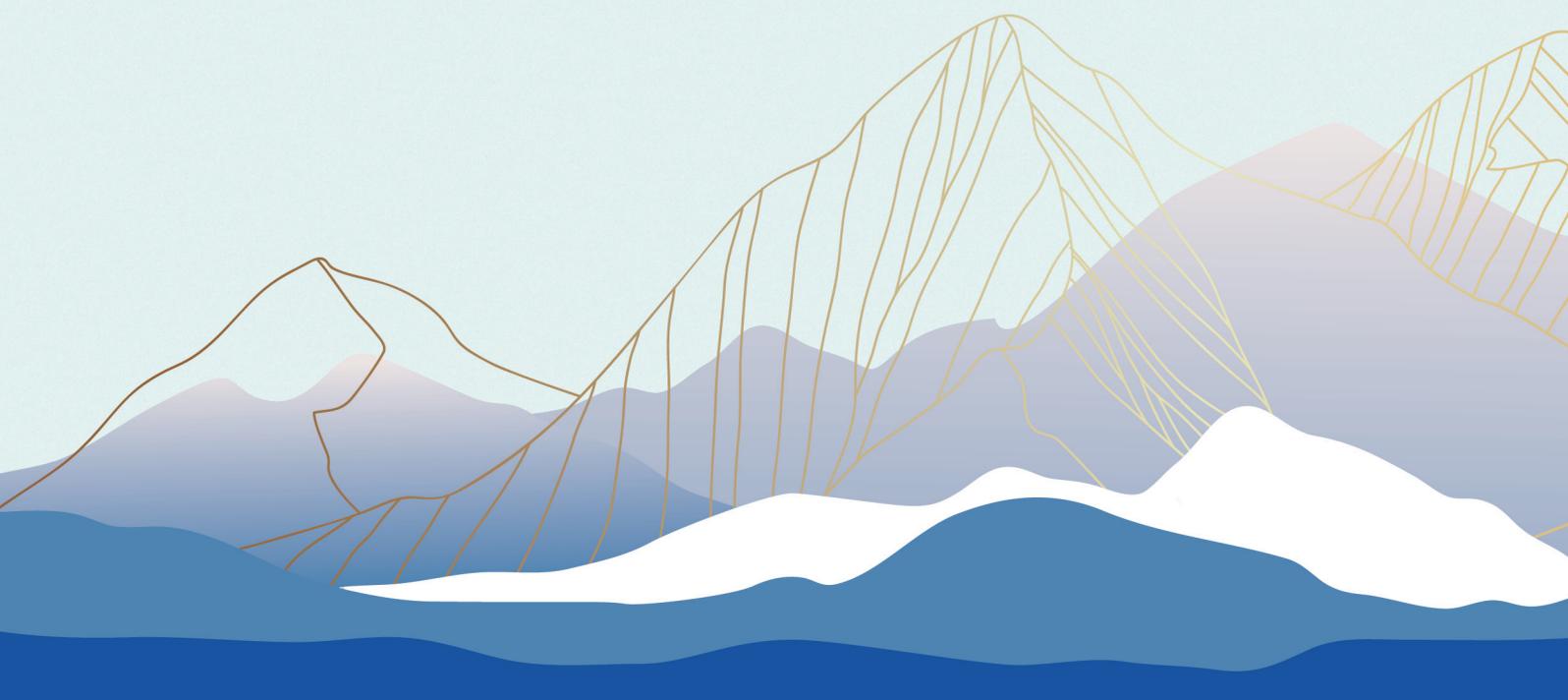
Operating Practices

Aspect B5: Supply Chain Management

General Disclosure	Policies on managing environmental and social risks of the supply chain.	• B5. Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	

2022 Environmental, Social and Governance Report

General Disclosures and KPIs	Description	Section(s)
Aspect B6: Product Responsibility		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	• B6. Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	• B6. Product Responsibility • Quality Assurance
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	• B6. Product Responsibility • Quality Assurance
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	• B6. Product Responsibility • Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	• B6. Product Responsibility • Quality Assurance
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	• B6. Product Responsibility • Data Protection
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	• B7. Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	• B7. Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	• B7. Anti-corruption • Whistle-blowing Policy
KPI B7.3	Description of anti-corruption training provided to directors and staff.	• B7. Anti-corruption • Anti-corruption Training
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	• B8. Community Investment
KPI B8.1	Focus areas of contribution.	
KPI B8.2	Resources contributed to the focus area.	

A stylized illustration of a mountain range at the bottom of the page. The mountains are rendered with layered, semi-transparent shapes in shades of blue and purple, with white snow-capped peaks. Thin, golden-brown lines outline the mountain profiles, creating a sense of depth and texture. The background is a light blue gradient.

EVEREST MEDICINES
云 顶 新 耀