DualityBio

Stock Code :09606

DualityBio

Environmental, Social and Governance Report 2025

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About This Report

Report Overview

The 2025 Environmental, Social, and Governance Report (hereinafter referred to as "this Report") of DualityBio (Stock Code: 09606.HK, hereinafter referred to as "the Company" or "we") prioritizes process management, emphasizes the materiality, quantifiability, balance, and consistency of the Report, and systematically elaborates on the Company's philosophy, actions, performance, and commitments towards sustainable development. We hope that by publishing this Report, we can respond to the concerns of stakeholders, strengthen communication and interaction with them, enhance recognition of interests, emotional connection, and value alignment, and continuously promote economic, environmental, and social sustainability.

Reporting Principles

Materiality: Through our stakeholder communication mechanism, we distribute materiality assessment questionnaires to stakeholders to understand their key concerns regarding the Company's sustainable development and to identify material topics relevant to the Company. For details, please refer to the "Materiality Assessment" section of this Report.

Quantifiability: The application of the principle of quantifiability is mainly reflected in the calculation and disclosure of the Company's key environmental and social performance indicators. For details, please refer to Appendix 1: Key Performance Table.

Balance: To ensure a comprehensive reflection of the Company's sustainable development practices to stakeholders, the Company has objectively and completely disclosed its work in environmental, social, and governance aspects.

Consistency: This Report adopts data statistics methods consistent with the *Appendix C2 Environmental, Social, and Governance Reporting Guide of the Main Board Listing Rules of* the Hong Kong Exchanges and Clearing Limited (HKEX). Any changes in the scope of data disclosure are explained after the key performance table.

Reporting Scope

Scope of Business in the Report: This Report covers DualityBio and all subsidiaries with a scope consistent with the annual report. For details about the Company's business, please refer to the Company's prospectus.

Reporting Period: The content of this Report covers the period from January 1, 2025, to December 31, 2025 (hereinafter referred to as the "Reporting Period" or "this year"). To enhance the completeness of the Report, some content is provided beyond the above scope.

Report Release Cycle: This Report is the second Environmental, Social, and Governance report published by DualityBio.

Report Preparation Standards

This Report is prepared in accordance with *Appendix C2 Environmental, Social, and Governance Reporting Guide of the Main Board Listing Rules* of the HKEX. Readers can refer to Appendix 2: Index Table of HKEX ESG Reporting Guide for quick reference.

Source of Report Information

The information and data in this Report are sourced from official documents, internal statistics, and relevant public information about DualityBio. The monetary amounts mentioned in this Report are denominated in RMB unless otherwise specified.

Report Assurance Method

All content disclosed in this Report has been reviewed and approved by the Board of Directors of DualityBio. The Board of Directors of DualityBio commits to supervising the Report's content to ensure there are no false or misleading statements or significant omissions.

2025 Performance Highlights

Economic Performance

Successfully listed on the Main Board of the Hong Kong Stock Exchange in 2025.

2025 revenue is approximately RMB **1.852 billion**

Commercialization Process

One product is expected to be launched.

Product-related Performance

The Company Holds **15** active patents, and **54** new patent applications

Established a highly innovative and differentiated pipeline of **13** proprietary ADC candidates, including **10** clinical-stage ADCs, and a number of other preclinical ADCs

We have built a rich pipeline of innovative ADCs, including multiple clinical-stage programs. **10** global clinical trials are being conducted across more than **230** clinical trial centers in **17** countries, enrolling over **3,200** patients, with approximately **50%** of participants from the United States, the European Union, Australia, and other regions outside of China

Environmental Performance

Continuously strengthen the climate change governance responsibilities of the Board of Directors and the ESG Management Committee.

In 2025, **Scope 3 carbon accounting** will be conducted for the first time, mobilizing upstream and downstream partners to jointly support climate change mitigation.

Social Performance

The employee training coverage rate reached **100%** in 2025, with average training hours per employee of **15** hours

The Company established a comprehensive occupational health and safety system, with **0** lost days due to work injury

Our innovative ADC assets have attracted leading global biopharmaceutical companies. To date, we have established several global partnerships, including collaborations with BioNTech, GSK, BeOne, Avenzo, Adcendo ApS and 3S Pharmaceutical Group, with a total transaction value exceeding USD **6 billion**

Corporate Governance Performance

0 significant legal case involving corruption, bribery, monopoly, extortion, blackmail, fraud, or money laundering have occurred.

0 confirmed incidents of information security or privacy breaches have occurred.

About DualityBio

Since its establishment in 2019, DualityBio has been focused on the innovative R&D and commercialization of clinical-stage antibody-drug conjugate (ADC) drugs. By continuously optimizing its proprietary ADC technology platform and actively collaborating with global partners to deepen synergistic innovation, it aims to make innovative therapies accessible to more patients worldwide.

Company Introduction

As a key leader in the global ADC field, DualityBio focuses on oncology and autoimmune diseases. With independent R&D as its core engine and forward-looking commercial layout as its wings, the Company integrates the entire chain from research and development to commercialization, opening up new possibilities for patient health.

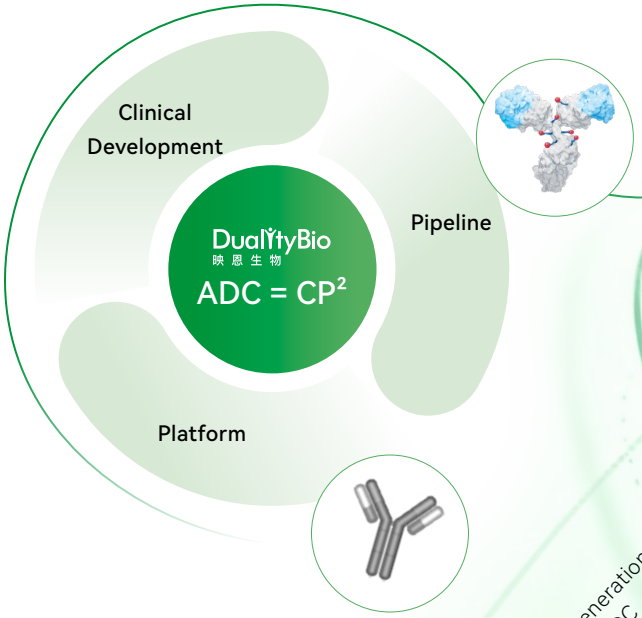
Leveraging our proprietary technologies and efficient execution capabilities, we have assembled an experienced drug development team and are continuously optimizing four global ADC technology platforms. Based on clinical data, we are steadily advancing the research and development and application of next-generation ADC therapies, including novel payloads and bispecific structures, to significantly enhance clinical efficacy. As of the end of the Reporting Period, all clinical-stage drugs have received Investigational new drug (IND) approval from both the U.S. Food and Drug Administration (FDA) and the National Medical Products Administration (NMPA) of the People's Republic of China.

While strengthening endogenous development, we actively implement a global cooperation strategy to build a diversified network of strategic partners. Through licensing and cooperative transactions, we have established partnerships with multiple global leading enterprises, including BioNTech SE (BioNTech), BeiGene, Ltd. (BeiGene), Adcendo ApS (Adcendo), GSK plc (GSK),Avenzo and 3SBio Inc. This initiative not only accelerates the commercialization of high-quality ADC drugs and enriches partners' product pipelines but also contributes valuable R&D and commercialization experience to the Company's global clinical development.

Looking ahead, DualityBio will remain steadfast in advancing its established strategy and accelerate the research, development, and commercialization of innovative drugs. Leveraging a diversified technology platform and an elite team as our dual engines, we will deepen global cooperation to fully unleash innovation potential. We aim to continuously build international competitive advantages across the entire value chain—from R&D and clinical trials to registration and commercialization—leading technological innovation in the ADC field and contributing Chinese wisdom and strength to the advancement of global treatment standards.

The "Duality Innovation Engine": Quick Iteration of Insight and Execution

Success Track Record of Insight & Execution



10 clinical-stage assets
10 ongoing phase 3 MBC trial
17 cohorts and 200+ pts enrolled

Execution of global clinical development at industry-leading speed

Differentiated clinical design

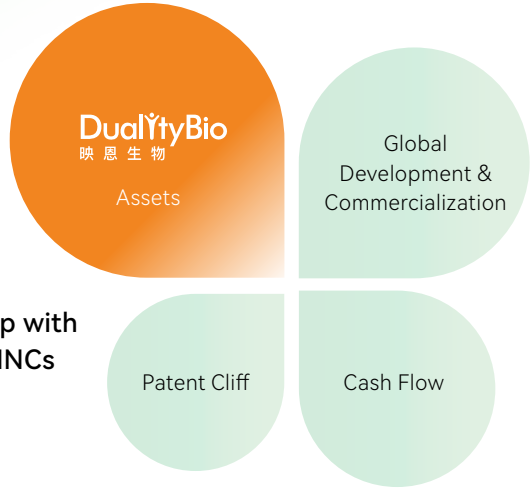
Strong global BD Capability

Multiple next-generation preclinical ADC candidates

IND enabling speed

Platform validated with 3,200+ global pts

Part of the Global ADC Value Chain
Tap into the global market



Development History

2025

January 2025
DualityBio granted Avenzo Therapeutics an exclusive global license to develop the EGFR/HER3 bispecific antibody-drug conjugate (ADC), with clinical trials expected to commence this year.

January 2025
DualityBio entered into a cooperation agreement with Sino-Pharm to jointly advance the commercialization of HER2 ADC in mainland China, Hong Kong, and Macao.

April 2025
the Company officially listed on the Main Board of the Hong Kong Stock Exchange, with stock code 9606.HK.

April 2025
At the 2025 AACR Annual Meeting, DualityBio presented the latest clinical data on a novel ADC combination therapy and unveiled the global clinical trial design for its B7H3 PD-L1 bispecific antibody-ADC.

May 2025
the U.S. Food and Drug Administration (FDA) approved the New Drug Application for clinical trials of AVZO-1418/DB-1418, a novel EGFR/HER3 bispecific antibody-drug conjugate (ADC), developed by Avenzo, a partner of DualityBio

June 2025
DualityBio presented data from two studies on HER3 ADC DB-1310 and B7H3 ADC DB-1311/BNT324 via oral presentation at the 2025 Annual Meeting of the American Society of Clinical Oncology (ASCO).

June 2025
The design and preclinical study data of the B7H3/PDL1 bispecific antibody-drug conjugate (ADC) DB-1419 were published in the journal Clinical Cancer Research.

July 2025
Enzyvant's partner Avenzo completed the first patient dosing in the Phase 1/2 clinical trial of the novel EGFR/HER3 ADC AVZO-1418/DB-1418.

July 2025
The next-generation HER3 ADC DB-1310 was granted Fast Track designation by the FDA.

August 2025
DualityBio was simultaneously included as a constituent stock in both the Hang Seng Composite Index and the Hang Seng Biotech Index.

September 2025
The Phase III clinical trial of DB-1303/BNT323 for the treatment of patients with HER2-positive unresectable or metastatic breast cancer achieved its primary endpoint.

September 2025
The FDA granted clinical trial approval for DB-1317, a novel ADC drug targeting ADAM9, and global clinical trials were launched simultaneously.

October 2025
The DB-1324 project has received ethical approval and TGA clinical trial registration confirmation in Australia.

October 2025
Breaking Through and Chasing Light | Successfully hosted the 2nd DualityBio Scientific Day

November 2025
DualityBio received Fast Track designation from the U.S. Food and Drug Administration (FDA) for its bispecific antibody-ADC DB-1418, intended for patients with EGFR-mutated non-small cell lung cancer who have progressed after treatment with an EGFR-TKI.

November 2025
DualityBio completed the first patient dosing in the Phase I/IIa clinical study of BDCA2 ADC DB-2304 for systemic lupus erythematosus.

November 2025
Run Without Obstacles, Light Alongside | DualityBio Partners with the Dark Running Club for a Charitable Accompaniment Event

November 2025
DualityBio announced data from healthy volunteers for its first-in-class BDCA2-targeted ADC drug, DB-2304, at the AIC meeting.

2024

- Human Epidermal Growth Factor Receptor 2 (HER2) ADC Global Phase 3 Trial FPI in HER2-LOW BC
- HER2 ADC (DB-1303) Phase 3 Trial FPI in HER2+ BC
- B7-H3 ADC (DB-1311)Global Phase 2 Trials FPI
- NMPA BTD for HER2 ADC (DB-1303)
- FDA FTD & ODD for B7-H3 ADC (DB-1311)
- FDA FTD for TROP2 ADC (DB-1305)
- B7-H3 x PD-L1 BSADC (DB-1419) FDA IND Approval
- First-in-human study for Autoimmune ADC (DB-2304)
- B7-H3 ADC (DB-1311) Data Read-out

2023

- DB-1303 FDA Fast Track Record Designation
- DB-1303 Ph2 Clinical Trial 1st Patient in
- DB1310 and DB1311 FDA IND Approval and China IND Approval
- Entered into an Exclusive License and Collaboration Agreement with BioTech to develop, manufacture and commercialize DB-1303 and DB-1311, excluding the Greater China region
- Entered into an Exclusive License and Collaboration Agreement with BeiGene to Develop, Manufacture and Commercialize DB-1312 worldwide
- Entered into an Exclusive License and Collaboration Agreement with BioTech to develop, manufacture and commercialize DB-1305, excluding the Greater China[1] region
- DB-1303 FDA Breakthrough Therapy Designation

2020

- Founding of DualityBio and Establishment of a Next-generation ADC Platform
- A Round Financing
- Submission of a Patent Priority Application of Self-developed Small Molecule Toxin ACD Platform
- Title of “Leading Talent in Science and Technology” by Suzhou Industrial Park Awarded to Dr. Zhu Zhongyuan

2021

- B Round Financing
- DB-1303 FDA IND Approval

2022

- B+ Round Financing
- Suzhou R&D Center Launching

[1] Greater China includes mainland China, Hong Kong, and Macao.

Corporate Culture

DualityBio stays true to its original aspiration of serving patients. Our mission is to "become a global leader in the discovery, development, and commercialization of innovative ADC therapies". The corporate culture of "Connect, Excellence, and Ownership" is deeply rooted in our actions. Together with global partners, we explore innovative paths for ADC drug development and commercialization, making more breakthrough therapies accessible and affordable, and bringing cutting-edge medical achievements to patients worldwide for a better future of human health with innovative drugs.

Our Mission

Become a global leader in the discovery, development, and commercialization of ADC therapies

Awards and Honors

With its sustained innovation capabilities and excellent clinical development strategies, DualityBio has been awarded multiple industry qualifications and honors over the years. During the Reporting Period, as a leading enterprise in ADC and bispecific antibody technology platforms, the Company was recognized by the Shanghai Municipal Science and Technology Commission as a "globally leading R&D technology platform for innovative ADC and bispecific antibody drugs." This achievement will effectively promote the upgrading of the biopharmaceutical industry chain, attract the agglomeration of high-end talent, and foster the co-construction of the industrial ecosystem. Simultaneously, the Company obtained certification as a 'Science and Technology-based Small and Medium-sized Enterprise'. This designation comprehensively evaluates corporate innovation capabilities across dimensions including technical personnel, R&D investment, and technological achievements. This honor not only highlights DualityBio's strong emphasis on technology-driven governance but also reflects the official recognition of the Company's work in intellectual property layout and talent structure optimization, laying a solid foundation for its long-term development.

- Recognition as a 'Global Leading ADC and Bispecific Antibody Innovative Drug R&D Technol-ogy Platform'
- Certification for 'Small and Medium-sized Technolo-gy-based Enterprises'
- Biocentury BayHelix 2023 R&D Achievement of the Year Award
- ADC Innovation Pioneer Enterprise
- 2024 Top 100 Chinese Bio-pharmaceutical Front-runners
- Champion of “Best New Drug Developer” Award at the 15th World ADC Awards
- 2023 7th Annual Healthcare Investment Excellence Awards –Best Innovative Pharmaceutical Company of the Year

Global Cooperation

We firmly believe that collaborative cooperation is the core engine driving innovation and business development. DualityBio consistently upholds the philosophy of openness and mutual benefit, actively collaborating with partners to explore cutting-edge technologies and market trends across key areas including target screening, drug discovery, co-development, and asset licensing in-licensing and out-licensing. By building a mutually beneficial and symbiotic cooperative ecosystem, we continuously expand the boundaries of innovation to jointly drive breakthroughs and progress in the healthcare sector.

CASE

DualityBio Collaborates with External Partners

DualityBio is focused on the discovery of novel therapies and technologies, and has established a variety of ADC platforms with a robust pipeline for oncology and autoimmune diseases. At DualityBio, we leverage our proprietary ADC platforms and are willing to collaborate with external partners on multiple dimensions, including target screening, drug discovery, co-development, and licensing in and out of specific assets. We strongly believe that the synergies generated through collaboration will drive innovation and business development.

BIONTECH
AVENZO THERAPEUTICS
GSK
adcendo
百济神州 BeOne
三生制药 3SBIO INC.

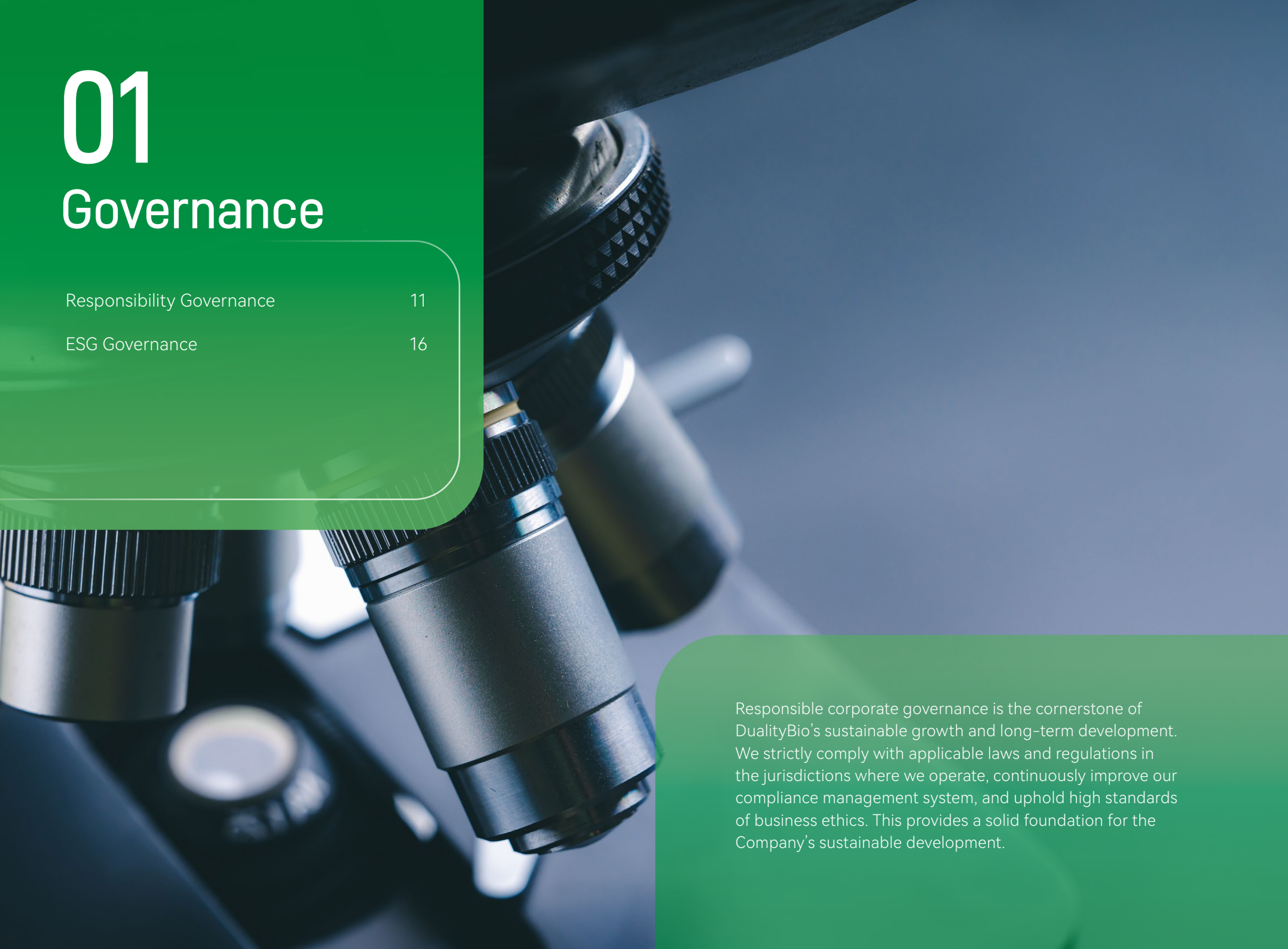
CASE

2025 DualityBio Scientific Day: 'Breaking Through to Chase Light, Hearts Reflecting the Future'

DualityBio adheres to the mission of 'Mutual Enhancement and Blessing Life', dedicated to delivering more innovative therapies to patients worldwide. In 2025, DualityBio organized the 'Breaking Barriers, Chasing Light, Hearts Reflecting the Future' Scientific Day. The event comprehensively showcased the Company's global innovation and R&D progress and strategy for 2024-2025. It also facilitated in-depth exchanges with researchers from top-tier medical institutions, global partners, and AI experts to jointly promote the transformation and upgrading of the pharmaceutical industry.

DualityBio Scientific Day

01
Governance



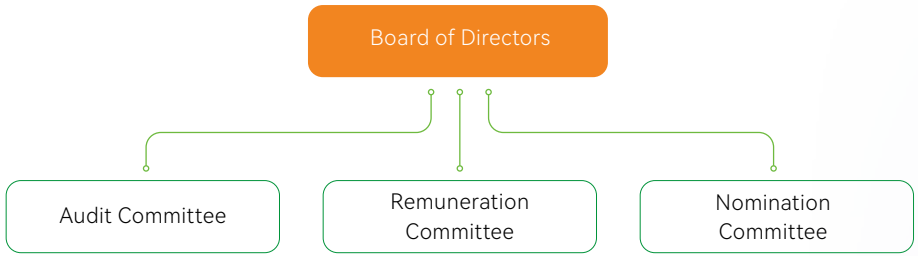
Responsible corporate governance is the cornerstone of DualityBio's sustainable growth and long-term development. We strictly comply with applicable laws and regulations in the jurisdictions where we operate, continuously improve our compliance management system, and uphold high standards of business ethics. This provides a solid foundation for the Company's sustainable development.

Responsibility Governance

Establishing a transparent, accountable, and efficient governance mechanism is fundamental to the sustainable and sound development of an enterprise. DualityBio consistently prioritizes patient safety and upholds the highest standards of business ethics. The Company continuously refines its risk management and information privacy protection systems. Through transparent, responsible, and efficient governance mechanisms, we support the Company's stable and sustainable development.

Corporate Governance

DualityBio has established a board governance system that integrates diverse backgrounds, professional expertise, and global perspectives. Our Board of Directors comprises eight members, including three executive directors, two non-executive directors, and three independent non-executive directors. This structure establishes a clear division of responsibilities and effective checks and balances. This architecture effectively promotes cross-domain collaborative innovation, enhances the scientific rigor and forward-looking nature of strategic decision-making, and provides a solid foundation for the Company to sustain its competitive advantage in global markets.



DualityBio Corporate Governance Structure

The Company has always regarded diversity as a key principle in the composition of its Board of Directors. During the nomination and appointment process, we systematically evaluate candidates' professional competence, industry experience, gender, age, and educational and cultural backgrounds. We are committed to building a governance team with a well-balanced structure and broad vision. Currently, the Board members possess practical experience across multiple domains, including biosciences, public health, finance, law, accounting, and investment. They also hold interdisciplinary educational backgrounds in biosciences, economics, law, business administration, biomedical sciences, and health economics. Regarding gender equality, the proportion of female directors is 25%.

At the same time, the Company has fully integrated ESG principles into its strategic planning and business management. Through regular ESG-specific training, we continuously equip Board members with the latest policies, regulations, international standards and industry practices. This enhances their forward-looking judgment in strategic planning, investment decisions, and sustainability issues, ensuring that ESG factors are systematically considered at the highest decision-making level.

*For detailed biographies of the Board members, please refer to our Company website (https://tc.dualitybiologics.com/about/newpath17336633795104/index.html).

Risk Management

Regarding the governance structure, DualityBio has established a risk management system with clearly defined responsibilities and a distinct hierarchy base on the 'Three Lines of Defense,' and has fully integrated risk management into the Company's strategic planning and operational processes.

- Shall fully implement all risk management requirements in their daily operations. Any potential risks that may affect the business must be promptly reported to the Legal and Compliance Department.
- Responsible for independently and objectively supervising, inspecting, evaluating, and reporting on the implementation of risk management policies and procedures, as well as reviewing their overall effectiveness.
- Responsible for overseeing the risk management and internal control mechanisms

DualityBio Risk Management Framework

In terms of workflow, the Company achieves closed-loop management through four key steps: risk identification, risk assessment, risk treatment, and risk monitoring and reporting. We continuously identify, assess, and respond to various risks that may impact corporate objectives. Risk management measures are dynamically optimized and continuously monitored to support the Company's stable development through a systematic control mechanism.

During the Reporting Period, the Company continued to strengthen its compliance culture by conducting specialized legal and compliance training sessions covering all employees. The training systematically covered key areas ,including but not limited to anti-commercial bribery, anti-unfair competition, data security, information disclosure, confidentiality management, and conflict of interest management. It incorporates in-depth analysis of relevant risk cases from industry practices to effectively enhance employees' legal and compliance awareness and risk identification capabilities, thereby strengthening the Company's internal defense for stable operations.

Business Ethics

DualityBio strictly complies with all applicable laws and regulations. and prohibits any form of commercial bribery, false advertising, misappropriation of trade secrets, and other unfair competition practices. The Company has established a compliance governance framework centered on the Board of Directors, with active participation from the Compliance Committee, the Legal and Compliance Department, and all employees, to implement anti-corruption management, anti-monopoly and fair competition management, and other compliance initiatives, ensuring that all business operations are conducted in accordance with applicable laws and regulations. During the Reporting Period, the Company was not involved in any legal cases of bribery, monopoly, extortion, blackmail, fraud, or money laundering that had a material impact on the Company. There were also no corruption-related lawsuits involving the Company or its employees.

Code of Conduct

DualityBio regards compliance as the foundation of its operations. We strictly comply with relevant laws and regulations, systematically building a governance environment that promotes responsible business conduct by deeply integrating our *Code of Business Ethics* and compliance requirements into all operational processes. To this end, the Company has established a comprehensive gov-ernance structure led by the Board of Directors, coordinated by the Compliance Committee, ex-ecuted by the Legal and Compliance Department, and involving all employees. This structure provides a solid foundation for the steady development of the business.

The Company has established a business ethics policy framework anchored by the Code of Business Ethics and Conduct, encompassing documents such as such as the Trade Control and Compliance Policy, Conflict of Interest Guide-lines , Gifts and Entertainment Guidelines , and Guidelines for Interactions with Healthcare Professionals . This system comprehensively covers management requirements on issues including "freedom and fair competition", "antimonopoly", "anti-money laundering", "insider trading", and "conflicts of interest", while strengthening regulatory requirements in key areas including the prevention of commercial bribery, anti-unfair competition, anti-money laundering, and in-tellectual property protection. During the Reporting Period, we further refined the policies and standards in the areas of data compliance and external expert management, and established corresponding system processes.

Simultaneously, the Company extends its integrity and compliance standards to partners such as suppliers and distributors through its Supplier Code of Conduct. It clearly defines the consequences and disposal methods for commercial ethics violations, fostering collaborative progress across the entire value chain.

Business Ethics Audit

In accordance with policy documents such as the *Code of Business Ethics*, the Company regular business ethics audits across all its operational sites to ensure the effective implementation of relevant systems. Building on routine audits, the Company has reinforced the compliance foundation of its internal procurement processes by conducting a series of ad-hoc special audits and risk assessments. These initiatives include evaluating the design compliance of procurement approval and payment workflows, as well as performing sample reviews of procurement contracts, purchase orders, and payment vouchers to verify the authenticity and approval compliance of key transactions. Where process optimization opportunities are identified, the Company drives corresponding rectification and enhancement measures.

In terms of procurement and supply chain management, the company is committed to building a responsible and sustainable procurement and supply chain system. During the Reporting Period, to continuously improve relevant processes, DualityBio coordinated across multiple departments to initiate a special audit on procurement and supplier management. Through data analysis and open-source public sentiment retrieval, key risk screening was conducted for suppliers, aiming to deeply embed ethical and compliance requirements into the full lifecycle management of suppliers. In the future, the Company plans to establish a normalized dynamic assessment mechanism for supplier compliance risks to continuously strengthen supply chain resilience and responsibility.

Honors and Awards

The company is dedicated to building a robust legal and compliance framework and continuously enhancing its compliance capabilities, earning high recognition from the market for its exemplary performance. In 2025, the company's Legal and Compliance Department was honored with two awards by CBLJ (Law Asia): the "2025 In-House Team of the Year – Biomedicine & Life Sciences" and the "In-House Team of the Year – Overseas Capital Markets".

Whistleblower Investigation System

To uphold its zero-tolerance approach to misconduct, DualityBio has established a systematic *Compliance Whistleblowing Management System*. This system clearly defines reporting requirements, reporting scope, investigation procedures, and whistleblower protection measures, laying the foundation for an open and transparent oversight mechanism.

We have established diverse reporting channels, including dedicated email addresses and hotlines, to enable employees, business partners, and other stakeholders to promptly report any suspected violations of business ethics or laws and regulations. The Legal and Compliance Department and the Compliance Committee serve as the dedicated units responsible for receiving and following up on all reported incidents. Through thorough investigations and post-event reviews, they continuously optimize management processes to prevent similar incidents from recurring at the source.

Whistleblower Hotline

China Region

Tel: +86 21 2601 8730

Fax: +86 21 2601 8729

The United States and other regions or areas

+1 908 758 1484

Reporting Email

HR@dualitybiologics.com

Legal@dualitybiologics.com

DualityBio Reporting and Complaint Channels

The Company has made a clear commitment and established a rigorous whistleblower protection mechanism: the identity of whistleblowers who report in their real names and the information they provide shall be kept strictly confidential; any form of retaliation for any reason is firmly prohibited. Any act violating protection regulations shall be deemed a serious violation. An investigation will be initiated immediately and handled strictly in accordance with the *Compliance Disciplinary System*.

Whistleblowing Procedure and Investigation

The Company has established a standardized whistleblowing process to ensure complete documentation of all information. Upon receiving a report, the Legal and Compliance Department must accurately and comprehensively record the key details and assess its nature and the severity of the potential violation. For issues assessed as serious, the situation shall be promptly escalated to the Compliance Committee.

Reporting Feedback and Corrective Actions

The Legal and Compliance Department will ensure transparency in the process by providing timely acknowledgement of receipt to the whistleblower and, where necessary, updates on the investigation. For substantiated violations, the Company will take all necessary corrective and disciplinary actions.

Protection of Whistleblowers

Established a rigorous whistleblower protection mechanism. The Company is committed to maintaining strict confidentiality regarding the identity and information of individuals who report via real-name channels, and expressly prohibits any form of retaliatory action. Any violation of this policy will be subject to severe disciplinary action in accordance with the Company's Compliance Disciplinary Policy.

During the Reporting Period, the Company conducted two online compliance training sessions covering all employees, including part-time staff. The training addressed anti-bribery, anti-unfair competition, data security, information disclosure, confidentiality, and conflict of interest to ensure that compliance requirements were communicated to every member. Training was conducted by analyzing real-world industry cases to help employees identify risks and establish bottom lines, effectively enhancing integrity awareness and prevention capabilities across the organization. We firmly believe that continuous and in-depth education is the most proactive and effective approach to preventing risks and safeguarding ethics.

CASE

Antitrust and Fair Competition Training

Anti-Bribery, anti-monopoly and fair competition are key components of the compliance training at DualityBio The training provided an interpretation of key updates to the *Anti-Unfair Competition Law* in areas such as the regulation of commercial baibery, marketing and promotion standards, price competition, and fair competition review. It also clarified high-risk prohibited behaviors in areas such as interactions with competitors, pricing and promotions, bidding processes, and channel management. Help employees clearly identify the boundaries between legal and illegal conduct and jointly maintain a fair competitive market environment.

Information Security and Privacy Protection

DualityBio has fully integrated information security and data privacy protection into all aspects of its business operations. Under the supervision of the Board and senior management, the Company has formulated and implemented policies such as the *Information Security Management System*, *Information System Account Management Standards*, and *IT System Emergency Work Guidelines* to systematically identify and mitigate cybersecurity risks. The internal document and collaboration system and the human resources management system utilized by the Company have both obtained ISO 27001 information security management system certification. Additionally, the human resources management system holds Level 3 Certification of Security Protection. During the Reporting Period, no confirmed information security or privacy breach incidents occurred.

The Company has established a three-dimensional protection system encompassing 'internal control, proactive defense, supply chain collaboration, and continuous improvement', providing solid assurance for commercial trust and compliance outcomes.

Strengthen the Foundation of Internal Controls

Through refined account lifecycle and privilege management, we ensure that system access is strictly aligned with job responsibilities. By deploying a combination of monitoring, encryption, backup, and protection technologies, we provide comprehensive safeguards for our core data, effectively preventing information leakage risks at the source.

Enhance Active Defense

A dynamic security risk alert mechanism has been established, complemented by targeted training for all employees. For critical infrastructure such as the network, servers, and core application systems, comprehensive tiered emergency response plans have been developed. The procedures are regularly tested and refined through simulated drills to ensure swift response and effective recovery in the event of a disruption, thereby safeguarding business continuity.

Extend Supply Chain Security Boundaries

Priority is given to, and it is explicitly required that, key service providers must hold information security management system certifications such as ISO 27001. Third-party organizations are regularly engaged to conduct specialized audits on vendors' data storage, processing, and other relevant activities, ensuring their security practices comply with agreed-upon standards.

Through continuous improvement and systematic construction, the Company has enhanced its capabilities to respond to cybersecurity incidents and elevated its system protection levels. By establishing rigorous information security and data protection measures, we have solidified the foundation of trust essential for enterprise development.

ESG Governance

DualityBio has translated the concept of sustainable development into systematic management practices. By establishing a governance framework, clarifying responsible entities, and implementing an issue management mechanism, we continuously enhance the standardization and transparency of ESG work to respond to stakeholders' shared expectations for long-term value.

Board Statement

Responsibilities of the Board of Directors

Duality Biologics (Suzhou) Co., Ltd. has established a three-tier ESG governance structure comprising the Board of Directors, the ESG Management Committee, and the ESG Management Team, which work in coordination to drive ESG initiatives. Within this structure, the Board of Directors serves as the ultimate responsible body for corporate ESG governance. Its duties include reviewing and approving the ESG strategic direction, objectives, and policies; overseeing and evaluating ESG performance and progress towards targets; assessing ESG-related opportunities, risks, and material topics; and reviewing and endorsing ESG disclosures.

Execution of ESG Initiatives

The Company has established an ESG Management Committee, which serves as the supervisory body for the Company's ESG-related matters. It assists the Board of Directors in guiding and formulating the Company's ESG strategy, objectives, and policies; oversees and reviews the progress of ESG practices; examines and controls ESG disclosure information; and reports to the Board of Directors.

The ESG Management Team, composed of key members from various business departments, is responsible for drafting key ESG topics, objectives, and policies; implementing ESG initiatives; collecting, compiling, and disclosing ESG information; assessing ESG opportunities and risks; providing insights on key ESG issues; ensuring alignment between ESG strategic goals and corporate strategic objectives; providing decision-making and resource support for ESG-related matters; guaranteeing the execution of ESG goals and the implementation of policies; and reporting to the ESG Management Committee.

Evaluating ESG Topics

The Company attach great importance to the identification of material ESG topics. Through diversified communication channels and regularized engagement mechanisms, combined with analysis of policies and industry trends, we assess material ESG topics. The determination of these topics is primarily based on an independent third-party materiality assessment. The final assessment results are drafted following deliberation and approval by the ESG Team and the Board of Directors.

ESG Risk Management

The Board of Directors of Company closely monitors ESG-related risks and opportunities. It deliberates on and makes resolutions regarding the significance of such risks arising from the Company's daily operations, formulates corresponding response strategies, addresses these risks in a timely and effective manner, and mitigates their adverse impact on the Company.

Stakeholder Engagement

The Company upholds the principles of transparency and fairness by establishing a systematic stakeholder engagement mechanism. Based on our business characteristics, operational realities, and global industry practices, we have identified key stakeholders including governments and regulatory bodies, shareholders and investors, employees, suppliers, industry partners, communities, and media. We have established regular communication channels tailored to the specific concerns of each group to ensure effective dialogue grounded in comprehensive and objective information. By continuously listening to feedback and addressing concerns, we advance responsible practices in alignment with stakeholder expectations.

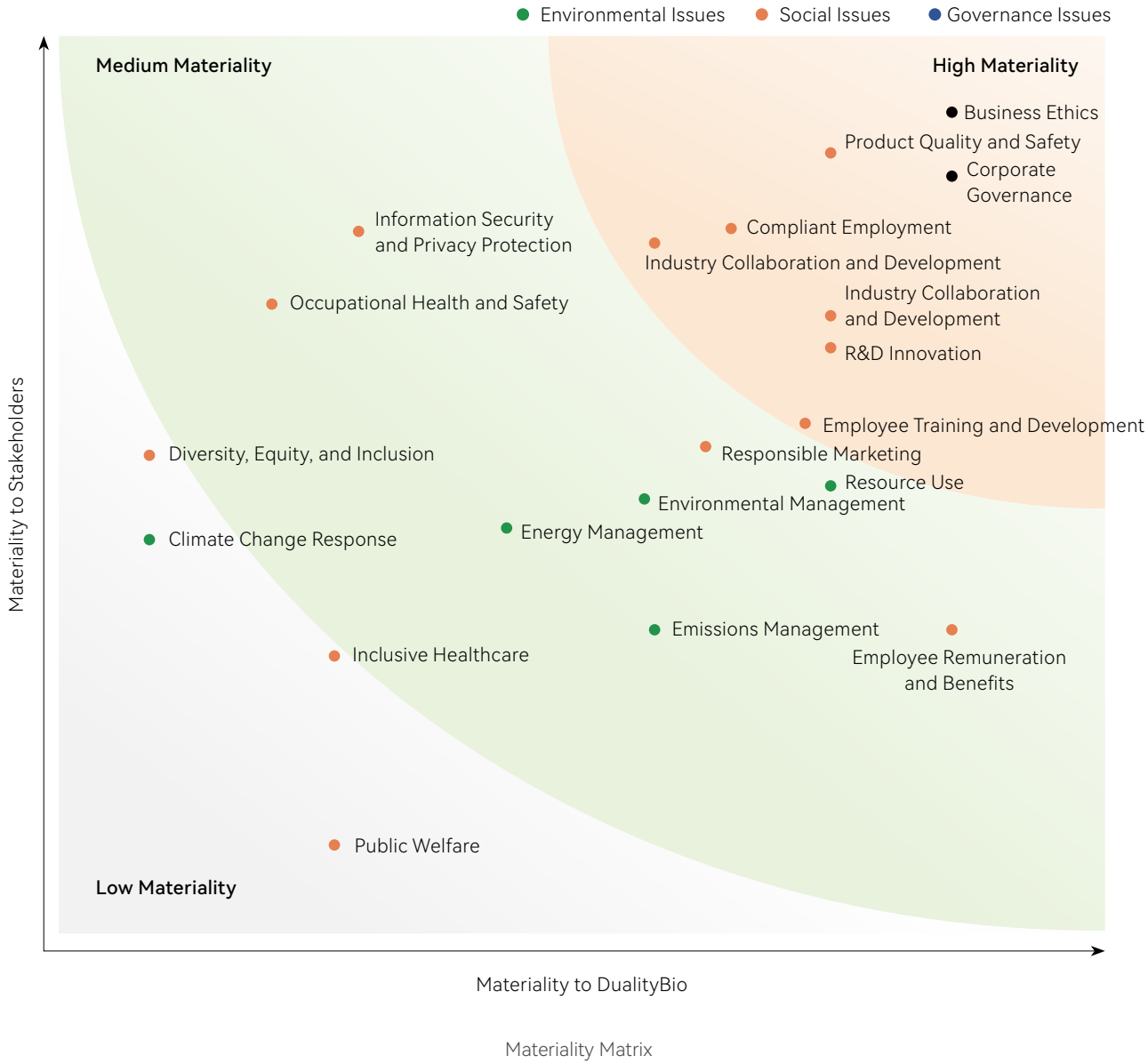
Categories of Stakeholders	Representatives of Stakeholders	Key ESG Issues of Concern	Primary Commu-nication Channels and Methods
Government and Regulatory Authorities	National and local governments, market regulation authorities, tax authorities, environmental protection agencies, and industry regulatory bodies	• Corporate Governance • Business Ethics • Environmental Management • Product Quality and Safety	• Institutional inspections • Official correspondence • Policy implementation and reporting • Statutory information disclosure
Shareholders and Investors	Institutions and individual investors that hold equity investments in the Company	• R&D Innovation • Intellectual Property Protection • Product Quality and Safety • Corporate Governance and Long-term Value	• Investor Relations Website • Shareholders' General Meeting • Online Briefings and Strategy Sessions • Correspondence and Conference Calls • Company Visits and Roadshows • Employees
Employees	All employees of the Company	• Employee Training and Development • Compensation and Benefits • Diversity, Equity, and Inclusion • Occupational Health and Safety	• Employee Activities and Culture Building • Regular Employee Surveys • Systematic Training System
Supplier	Raw Materials and Service Suppliers	• Product Quality and Safety • Supplier Management Standards and Compliance	• Supplier Assessment and Audit • Regular Communication Meetings • Specialized Training and Capacity Building
Industry Partners	Industry associations, peer enterprises, etc.	• Inclusive Healthcare • R&D Innovation and Collaboration	• Exchange visits • Industry forums and seminars
Community and Media	Communities where operations are located, the general public, and news media	• Community Philanthropy • Product Quality and Safety • Corporate Social Responsibility	• Volunteer service programs • Community public welfare activities • Media communication and press releases

Types of Stakeholders and Communication Methods

Material ESG Issues

The Company identifies and determines ESG issues that are material to the organization through a scientific and systematic process. This process begins with an in-depth analysis of business operations, industry characteristics, and changes in the internal and external environments, while fully considering regulatory requirements and industry benchmarks. Building on this foundation, we integrated expert opinions and industry best practices while incorporating diverse feedback from management, investors, and employees to conduct a professional assessment and prioritize the topics. Following deliberation by the ESG Management Group, the assessment results are submitted to the ESG Steering Committee for review and ultimately approved by the Board of Directors. This process ensures that the topics are both material and forward-looking while aligning closely with the Company's strategy.

As there were no significant changes in the Company's internal and external environment during the Report Period, we continue to adopt the 21 material ESG topics previously identified and established, along with their materiality matrix, to maintain strategic alignment. These topics broadly cover key areas critical to the Company and its stakeholders, including business ethics, product quality and safety, corporate governance, compliant employment, and R&D innovation.



Materiality Matrix

02
Products

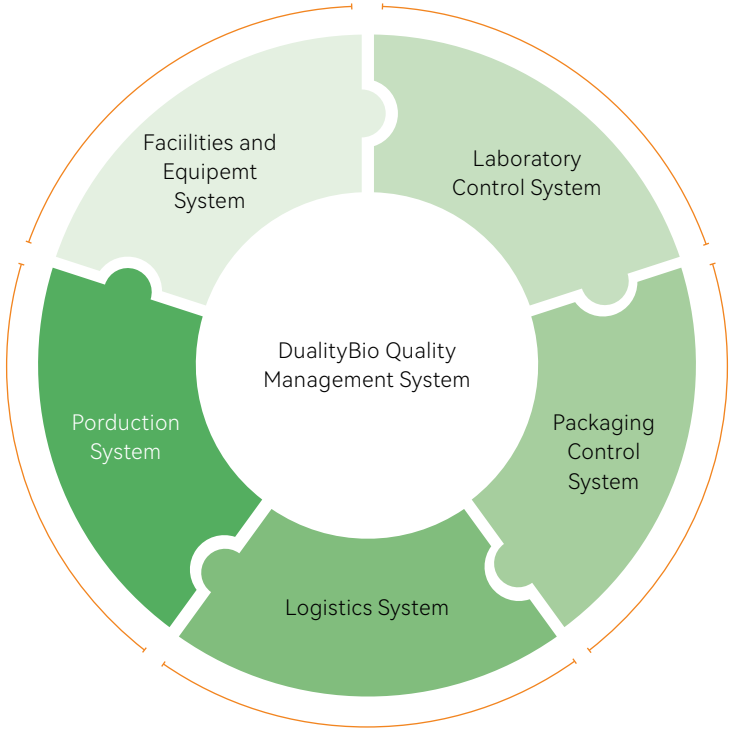
Throughout the drug R&D and product lifecycle management processes, DualityBio has continuously refined its management and technical systems around two core pillars: quality safety and innovation capability. This approach facilitates the transformation of R&D outcomes into safe, effective, and accessible treatment solutions to support patient medication needs and promote the Company's long-term development.

Quality Management

DualityBio continuously refines its quality management mechanism covering the entire product lifecycle to address quality and safety requirements throughout the drug research, development, and production processes. We systematically integrate quality management requirements into key stages such as R&D, technology transfer, manufacturing, and product discontinuation to ensure the stability of product quality and patient medication safety.

Quality Management System

The Company adheres to the core philosophy of "Quality by Design" (QbD), integrating quality requirements into all stages of the product lifecycle, including drug development, technology transfer, commercialization, and product discontinuation. We integrate risk management methodologies to establish a systematic quality management framework. This approach continuously enhances the scientific rigor and controllability of quality management, driving the effective operation and continuous improvement of the quality system.



In terms of system construction, the Company strictly adheres to internationally recognized current Good Practice (cGxP) and relevant regulatory requirements. It has established a comprehensive quality management system covering the entire lifecycle of drug development, technology transfer, commercialization, and product discontinuation, implementing standardized management for key quality control requirements. By establishing a series of internal management documents, including the *Drug Safety System*, the Company implements standardized management for key quality control requirements.

During the Reporting Period, to meet the operational requirements of the quality manage-ment system, the Company revised **28** relevant internal documents. This work further clari-fied the operational details of the quality management process and ensured that quality activities at each stage complied with established standards.

At the governance level, the Company has established a three-tier quality management architecture: the Board of Directors provides overall supervision and oversight, senior management organizes and drives implementation, and functional quality departments within each business unit execute specific tasks. As the highest decision-making body for quality management, the Board of Directors is responsible for overseeing the effective operation of the quality management system. Through a regular meeting mechanism, the Board and senior management study, analyze, deliberate on, and make decisions regarding quality management matters, clarify division of responsibilities, and ensure that quality management requirements are effectively implemented. On this basis, the Company has established an independent quality assurance team dedicated to managing the operation of the quality system and supervising the implementation of quality work.

Product Testing

To strengthen the proactive identification and continuous control of risks related to product and service quality, DualityBio has continuously refined its internal testing and validation mechanisms in alignment with its R&D and operational characteristics, ensuring the effective implementation of quality management requirements across critical business processes. Leveraging its existing testing capabilities, the Company conducts periodic preventive testing and assessments to identify factors that may impact quality and safety. This approach enables early detection of potential issues and the implementation of appropriate response measures, ensuring that products and related services comply with established quality standards while mitigating the impact of quality and safety risks on business operations.

Quality Audit

To verify the compliance and effectiveness of the quality management system's operation, the Company conducts regular and routine quality audits for all service providers in accordance with applicable regulations and relevant standards. Targeted audit plans are formulated based on different business types to ensure that audit work is carried out in a standardized manner.

For key suppliers and partners involved in core raw materials, the Company implements classified management and conducts regular quality assessments based on risk evaluation results. Priority is given to evaluating supplier production facilities, quality control processes, and the stability of raw material quality. Simultaneously, the Company extends quality management requirements to indirect cooperation links and promotes relevant partners in adhering to established quality standards. Furthermore, the Company proactively accepts external quality inspections from regulatory authorities, partners, and third-party institutions to continuously strengthen its quality supervision mechanisms.

During the Reporting Period:

The Company's clinical R&D team completed a total of **4** internal audits and **32** external audits.

The Company's clinical R&D team completed **13** audits covering various types of suppliers.

All quality audits conducted or received by the Company comply with applicable regulations.

Quality Culture Construction

DualityBio continues to promote the dissemination and implementation of quality concepts within the organization by integrating quality management requirements into employee development and daily operations. The Company is progressively establishing a quality training mechanism covering various job responsibilities to enhance product quality and safety management capabilities. The Company develops an annual training plan based on job responsibilities, covering all employees. Through multi-level training approaches including onboarding, ongoing, and capability enhancement programs, we reinforce all employees' understanding and execution of quality standards and operational requirements.

In supply chain quality management, the Company extends quality training requirements to relevant suppliers and establishes an annual supplier quality training schedule, which in principle covers all suppliers. Training content focuses on quality management standards, compliance requirements, and key risk control measures. Delivered through online or offline formats, the training ensures process traceability via attendance tracking and record management, while continuously enhancing the professional capabilities and quality awareness of relevant personnel. This year, the Company systematically organized learning sessions and case-sharing training focused on key areas such as *Good Clinical Practice (GCP)*, with all related records uniformly integrated into the Training Management System.

CASE **Specialized Training on *Good Clinical Practice***

To enhance the understanding of international quality management requirements among personnel involved in clinical research, the Company organized specialized training and systematic learning sessions focused on ICH-E6(R3) GCP. Training sessions integrated updates to regulations and provided interpretation and discussion on core areas including risk-oriented quality management, protection of subject rights, and data integrity. Through a combination of centralized learning and case discussions, we further enhanced employees' quality awareness and standardized operational capabilities during clinical trial execution, providing professional support for the continuous optimization of clinical research management practices.

During the Reporting Period

DualityBio conducted **1** quality management training session, covering **117** employee participants

Clinical Ethics

DualityBio remains committed to protecting the rights and interests of subjects as its core principle. The Company strictly adheres to internationally recognized ethical guidelines and domestic regulatory requirements, integrating ethical compliance throughout the entire process of preclinical research and clinical trials. In the course of our research, we systematically address critical issues such as subject privacy protection, clinical medication safety, and animal welfare to ensure that R&D activities proceed steadily under compliant, orderly, and ethical conditions.

Protection of Subject Privacy

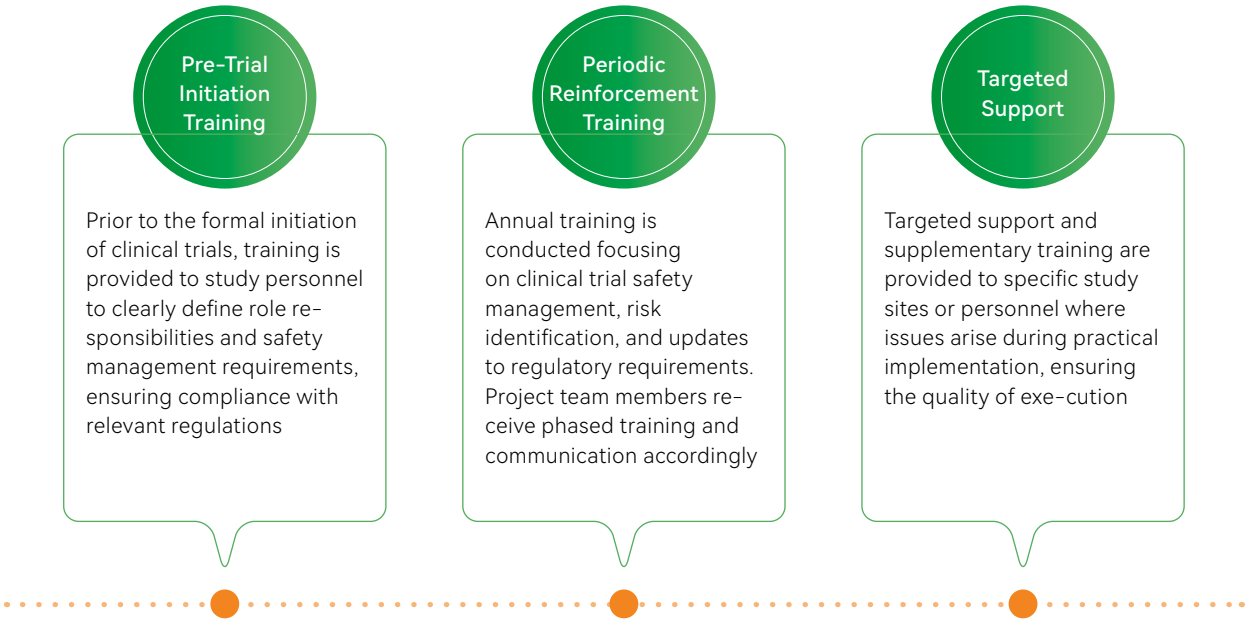
In conducting drug clinical trials and related research activities, DualityBio strictly complies with relevant domestic and international regulations. The Company has established a privacy protection mechanism covering the entire lifecycle of trial subject information. Prior to the enrollment of subjects in the study, the Company fully safeguards their rights to informed consent, voluntary participation, and privacy by obtaining signed *Informed Consent Forms for Clinical Research*. Strict confidentiality is maintained regarding all medical and personal information involved. During the implementation of the study, information regarding all participants was processed using coding or surrogate identifiers to minimize the risk of exposure of personally identifiable information and effectively enhance privacy protection levels.

Simultaneously, in response to the ethical and safety requirements for clinical research, the Company has established a continuous risk monitoring and assessment mechanism. Through prospective assessments, risk signal identification, and risk control plans, participant safety measures are clearly defined at the study protocol level to ensure that clinical trials proceed under standardized and controlled conditions.

Clinical Medication Safety

We place high importance on the safety management of clinical medication use. Strictly adhering to relevant domestic and international regulations and technical standards, we continuously improve and develop drug safety monitoring mechanisms that align with our research and development activities. The Company has established a comprehensive management mechanism covering the entire process of safety risk identification, assessment, and response. It continuously monitors and analyzes potential risks associated with investigational drugs to ensure the scientific rigor and compliance of clinical research processes. Concurrently, we conduct adverse reaction monitoring and safety risk assessments in accordance with clinical drug application guidelines to minimize the risk of medication errors and effectively safeguard the health rights and interests of trial subjects.

In terms of personnel capability building, the Company has systematically integrated requirements for rational drug use and safety management into its clinical research training system. Through multi-level training formats including pre-launch training, annual reinforcement training, and targeted coaching, we continuously enhance medical professionals' professional understanding of medication safety and risk identification, providing a solid guarantee for the safe and orderly progress of clinical research.

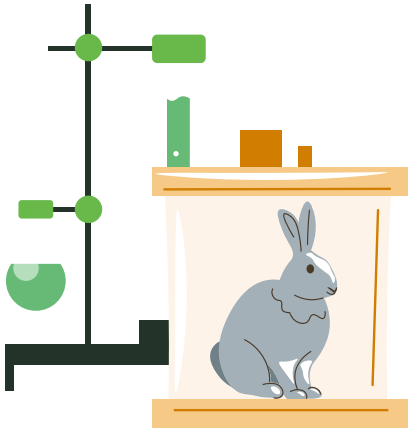


DualityBio Clinical Medication Safety Training

Animal Welfare

In preclinical studies, the Company implemented ethical controls over the use and management of experimental animals in accordance with the standards of the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) International. We fully implement the '3R' principle (Replacement, Reduction, Refinement) in experimental design and implementation. Based on the experimental plan and the pass rate of animal quarantine inspections, we determine procurement quantities reasonably to minimize unnecessary consumption while ensuring research scientific rigor and compliance. Simultaneously, the Company actively engaged third-party professional institutions in the design and execution of experimental protocols. It continues to explore feasible pathways for substituting and reducing the use of laboratory animals, thereby promoting the standardized conduct of research on drug safety and efficacy.

Furthermore, the Company extends animal welfare requirements to supply chain management. It establishes clear compliance and certification requirements for suppliers involved in the use of experimental animals. Through supplier audits and other measures, the Company conducts necessary oversight to ensure that animal ethics management requirements are effectively implemented throughout the entire cooperation process.



Pharmacovigilance

DualityBio regards pharmacovigilance as a critical component of safety management throughout the drug lifecycle, dedicated to achieving continuous monitoring, scientific assessment, and timely response to drug safety risks. The Company has established a standardized pharmacovigilance management system to implement unified management of processes including the collection, assessment, reporting of adverse events, and product recalls. It continuously enhances its capability to identify and respond to potential safety risks, thereby effectively safeguarding patient medication safety.

Pharmacovigilance Management System

DualityBio strictly complies with all applicable laws and regulations. It has established and continuously improved a pharmacovigilance system covering both clinical trial phases and post-marketing stages. We have standardized the Pharmacovigilance System Master File (PSMF) to provide a regulatory framework ensuring the compliant operation of pharmacovigilance activities.

At the governance level, the Company has established a Drug Safety Committee responsible for major safety risk assessment, emergency incident response, benefit-risk assessment, and risk control decision-making. Chaired by the CEO, the Committee comprises members from multiple functional departments. Through regular and ad hoc meetings, it discusses and makes decisions on trends in product safety data, key safety issues, and matters related to the annual pharmacovigilance system construction. This strengthens the Company's overall management capability regarding drug safety risks.

Adverse Event Management

To address potential adverse reactions occurring during clinical trials and post-marketing phases, the Company has established a standardized mechanism for monitoring and managing adverse events in compliance with regulatory requirements set forth in the *Administrative Measures for Reporting and Monitoring of Adverse Drug Reactions (China)* The Company promptly conducts information assessments and implements corresponding response measures.

We implement standardized management for key processes including the collection, medical assessment, reporting, and archiving of adverse event information to provide data support for product risk identification and decision-making. Simultaneously, to efficiently respond to regulatory inquiries regarding drug safety, the Company has established a unified internal response process. This process mandates that relevant information be transferred to the Pharmacovigilance Department within one working day of receipt and managed by designated personnel. For issues involving significant risks, we promptly activate cross-departmental collaboration mechanisms to support the rapid assessment and handling of safety incidents.

Receipt and Processing	Report Review	Report Submission
• Upon confirmation of receipt of safety information, the Pharmacovigilance Department assigns case classification personnel to conduct initial processing. This includes updating safety information, and, where necessary, updating or supplementing report versions, as well as completing data entry and conducting preliminary assessments of seri-ousness and expectedness.	• Data management personnel review the completeness and accuracy of report content, and perform medical judgment on causality, severity, and expectedness to ensure standardized documentation of case information and diagnostic basis. • Medical reviewers conduct further medical evaluation as needed; where relevant information is insufficient to support accurate assessment, supplementary queries will be raised regarding the report content.	• Responsible personnel determine, based on report content, whether submission to regulatory authorities is required, and complete regulatory reporting within the specified timelines. • Where report information is incomplete, follow-up supplementation will be organized, and report content will be updated accordingly to ensure completeness of subsequent submissions.

Adverse Event Management Process

To meet the ongoing requirements for pharmacovigilance activities following its listing, the Company has established corresponding business continuity management arrangements. These arrangements cover relevant internal personnel and partner institutions to ensure the continued fulfillment of pharmacovigilance responsibilities during abnormal or interruption scenarios, while ensuring that all related work complies with regulatory requirements. Concurrently, the Company implements standardized management for pharmacovigilance vendors, clearly defining their safety monitoring responsibilities and execution requirements. Through the Pharmacovigilance Agreement (PVA) management mechanism, the Company standardizes the processes for the transmission, recording, and traceability of safety data to ensure the timeliness and integrity of related information handling.

Regarding personnel capability building, the Company conducts onboarding training and continuous capability enhancement training for employees participating in pharmacovigilance activities, aligned with their job responsibilities. This initiative strengthens employees' understanding of and practical application of pharmacovigilance requirements, thereby ensuring Adequate personnel support for patient medication safety.

Product Recall

In accordance with applicable pharmaceutical regulatory requirements, the Company has established and continuously improved its product recall management mechanism to standardize the processes for identifying, assessing, and addressing potential quality risks. We have clearly defined the trigger conditions for recalls, risk classification levels, and response procedures to ensure that relevant risks are promptly addressed within a controllable scope. Through the collaborative operation of quality and pharmacovigilance functions, we promote the orderly execution of recall decisions and processes. By conducting risk contingency drills, we strengthen emergency response capabilities. Simultaneously, within the supply chain collaboration mechanism, we ensure the timeliness of risk information dissemination and the continuity of the handling process.

During the recall implementation, the Company leveraged product information records and flow management arrangements to support the identification and tracing of problematic products. This provided a foundational basis for executing recall measures, thereby enhancing the accuracy and effectiveness of risk mitigation. During the Reporting Period, no product recalls occurred.

Furthermore, we have established information communication channels for customers and partners to implement standardized management of inquiries, feedback, and risk notifications. This supports the timely dissemination of relevant information and effective interaction, thereby safeguarding public medication safety and market trust.

R&D Innovation

DualityBio continues to deepen its expertise in the field of antibody-drug conjugates (ADCs), leveraging its core technology platform to expand and optimize its R&D pipeline while accelerating the development of innovative drugs. We continue to increase investments in cutting-edge global technologies and products, strengthen our intellectual property protection framework, and lay a solid foundation for long-term sustainable development.

R&D Capability Building

DualityBio is dedicated to developing next-generation ADC therapeutics for patients with cancer and autoimmune diseases, including bispecific ADCs, ADCs with novel mechanism payloads, and autoimmune ADCs. As a global engine for ADC innovation, the Company leverages its leading technology platform and robust R&D pipeline to conduct multiple global multicenter clinical trials simultaneously in over 20 countries, demonstrating strong competitiveness in the field of global innovative drugs.

3,200+
Number of patients enrolled

10
Number of clinical-stage assets

4
Multi-functional platforms

10
Number of ongoing global multi-center clinical trials

6
Number of global partners

USD **6+** billion
Total deal value from multinational pharma licensing partnerships

Product R&D Progress

In the domestic market, we collaborate closely with outstanding partners to advance preparations for the launch of our first commercialized product, ensuring it can reach target markets and customer segments quickly and precisely. Outside Greater China, we have licensed the rights to our first commercialized product to overseas partners, anchoring our international blueprint and establishing an exemplary image in the global market.

The Company regularly tracks R&D and innovation progress and achieved a series of breakthroughs in ADC therapeutics development in 2025:

DB-1310 has been granted Fast Track designation by the U.S. Food and Drug Administration (FDA) for patients with HR+/ HER2- breast cancer.	The bispecific ADC AVZO-1418/DB-1418 has been granted Fast Track designation by the U.S. Food and Drug Administration (FDA) for patients with EGFR-mutated non-small cell lung cancer (NSCLC) who have progressed after treatment with an EGFR-TKI.
DB-1311/BNT324 demonstrated encouraging antitumor activity and a manageable safety profile in patients with advanced gynecologic tumors who had received multiple lines of therapy.	DB-1317 received FDA approval for clinical trials, and global clinical research was launched simultaneously.
DB-1324 has received FDA IND approval and is scheduled to initiate clinical trials in the United States.	The Phase III clinical trial of DB-1303/BNT323 for patients with HER2-positive unresectable or metastatic breast cancer has achieved its primary endpoint.
The DB-1324 project has received clinical trial approval from the HREC and TGA in Australia.	The next-generation HER3 ADC DB-1310 has been granted Fast Track designation by the FDA.
The first patient has been dosed in the Phase I/IIa clinical study of BDCA2 ADC DB-2304 for systemic lupus erythematosus.	The first patient has been dosed in the Phase 1/2 clinical trial of the novel EGFR/HER3 ADC drug AVZO-1418/ DB-1418.

	Program	Target	Indications (lines of treatment)	Mono/Combo	Preclinical/ IND-Enabling	Phase 1	Phase 1/2a Phase 2	Phase 3	NCT Number	Expected Milestones: Year[2]	Commercial Rights	Partners
DITAC - Leading TOP1i ADC Platform												
Oncology	★ DB-1303 / BNT323	HER2	HER2-expressing EC (2L+)	Mono	Global (Single-arm, Potential Registrational Study) ✓				NCT05150691	Est. BLA submission: 2026	Mainland China, Hong Kong, Macau	BIONTECH; 三生制药 3SBIO INC.
				Mono	Global (Phase 3 Confirmatory Trial)				NCT06340568	Est. trial completion: 2029		
			HR+/HER2-low BC (chemo naïve)	Mono	Global				NCT06018337	Est. topline results: 2026		
			HER2+ BC (2L+)	Mono	China ✓				NCT06265428	Est. BLA submission: 2026		
			HR+ or HR-, HER2+, HER2-low, HER2-ultralo or HER2-null	+ anti-PD-L1 x VEGF-A[3]	Global				NCT06827236	Est. trial completion: 2028		
	★ DB-1311 / BNT324	B7-H3	mCRPC (1L) ✓	Mono	Global (Planned Phase 3 trial)				NCT07365995	Est. trial completion: 2031	Mainland China, Hong Kong, Macau (U.S. opt-in rights to cost &profit/ loss share and co-promote)	BIONTECH
			Prostate Cancer	Mono / + NHT	Global				NCT05914116	Est. trial completion: 2027		
			ESCC	Mono	Global				NCT05914116			
			SCLC	+ anti-PD-L1 x VEGF-A[3]	Global				NCT06892548	Est. trial completion: 2027		
			NSCLC	+ anti-PD-L1 x VEGF-A[3]	Global				NCT06892548			
			Others (HNSCC, HCC, PROC, CC, melanoma, etc.)	+ anti-PD-L1 x VEGF-A[3] / + DB-1305/BNT325	Global				NCT06953089	Est. trial completion: 2030		
	★ DB-1310	HER3	EGFRm NSCLC ✓	Mono /+ Osimertinib	Global				NCT05785741	Est. trial completion: 2027	Global	
			HR+ HER2- BC ✓	Mono	Global							
			HER2+ BC (post-Enhertu)	+ Trastuzumab	Global							
			Other Solid Tumors	Mono	Global							
	★ DB-1305 / BNT325	TROP2	OC (2L+) ✓	Mono	Global				NCT05438329	Est. trial completion: 2026	Mainland China, Hong Kong, Macau	BIONTECH
			Solid Tumors (TNBC, NSCLC, OC, CC, etc.)	+ anti-PD-L1 x VEGF-A[3]	Global							
			Solid Tumors (TNBC, NSCLC, OC, CC, etc.)	Mono	Global							
	DB-1312 / BG-C9074	B7-H4	Solid Tumors	Mono / + Tislelizumab	Global				NCT06233942	Est. trial completion: 2027	/	BeOne
	DB-1329	CDCP1	Solid Tumors	Mono	Global				/	Est. IND submission: 2026	Global	
	DB-1317	ADAM9	Solid Tumors	Mono	Global				NCT07141706	Est. trial completion: 2028	Global	
	DB-1324	CDH17	Solid Tumors	Mono	Global				NCT07263594	Est. trial completion: 2028	Mainland China, Hong Kong, Macau	GSK
DIBAC - Leading Bispecific ADC Platform												
	DB-1418 / AVZO-1418	HER3 x EGFR	Solid Tumors	Mono	Global				NCT07038343	Est. trial completion: 2030	China	AVENZO THERAPEUTICS
	★ DB-1419	B7-H3 x PD-L1	Solid Tumors	Mono	Global				NCT06554795	Est. trial completion: 2027	Global	
	DB-1421	EGFR x MUC1	Solid Tumors	Mono	Global				/	Est. IND submission: 2027	Global	
DUPAC - Unique Novel MOA Payload ADC Platform												
	★ DB-1326[4]	TA-MUC1	Solid Tumors	Mono	Global				/	Est. IND submission: 2027	Global	
DIMAC - Leading Immune-modulating ADC Platform												
Auto-immune	★ DB-2304	BDCA2	SLE、CLE	Mono	Global				NCT06625671	Est. trial completion: 2026	Global	

Mono = Monotherapy, Combo = Combination Therapy, IND= Investigational New Drug, NCT = National Clinical Trial, ADC = Antibody-drug Conjugate, HER2 = Human Epidermal Growth Factor Receptor 2, HER2-expressing = HER2 Status of Tumor Cells Identified with a Test Score of IHC 1+ or Above, EC = Endometrial Cancer, HR+ = Hormone Receptor Positive, HER2-low=HER2 Status of Tumor Cells Identified with a Test Score of IHC 1+ or IHC 2+/ISH-, BC = Breast Cancer, Chemo = Chemotherapy, HER2+ = HER2 Status of Tumor Cells Identified with a Test Score of Either IHC 3+ or IHC 2+/ISH+, OC = Ovarian Cancer, CRC = Colorectal Cancer, SCLC = Small Cell Lung Cancer, NSCLC = Non-small Cell Lung Cancer, HER3 = Human Epidermal Growth Factor Receptor 3, EGFRm = EGFR Mutant, TKI = Tyrosine Kinase Inhibitor, CRPC = Castration-resistant Prostate Cancer, HNSCC = Head and Neck Squamous Cell Carcinoma, BTC = Biliary Tract Cancer, TROP2= Human Trophoblast Cell-surface Antigen 2, CC = Cervical Cancer, TNBC = Triple-negative Breast Cancer, PD-L1 = PD-1 Ligand 1, VEGF = Vascular Endothelial Growth Factor, bsAb = Bispecific Antibody, EGFR = Epidermal Growth Factor Receptor, BDCA2 = Blood Dendritic Cell Antigen 2, MOA = Mechanism of Action, SLE = Systemic Lupus Erythematosus, CLE = Cutaneous Lupus Erythematosus

★ Core Products
★ Key Products
FDA Breakthrough Therapy Designation
NMPA Breakthrough Therapy Designation
FDA Fast Track Designation
FDA Orphan Drug Designation
✓ Achieved Primary Endpoint

[2] Based on the Company's current forecasts. Estimated trial completion year refers to the primary completion (estimated) as disclosed in clinicaltrials.gov.
[3] Pumitamig (BNT327/BMS986545) is an investigational bispecific immunomodulator being jointly developed by BioNTech and Bristol Myers Squibb.
[4] DB-1326 is a novel dual-payload TA-MUC1 ADC.

Innovative R&D Management

During the Reporting Period, the Company optimized and upgraded its early-stage R&D project management system to enhance R&D efficiency, ensure process controllability, and accelerate technology transfer from a standardization perspective. Starting from top-level design, we established the *Regulations on Rewards and Remuneration for Service Inventions and Creations* as an institutional guarantee to ensure that innovative contributions are recognized and rewarded, thereby continuously driving the enhancement of R&D capabilities.

Guided by the Innovation Cycle framework, DualityBio continues to build differentiated innovation assets and strengthen pipeline competitiveness.

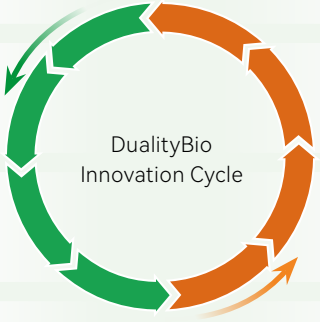
Core Source of Innovation **高效執行引擎**

Unmet Medical Needs

DualSight
AI-Driven Market Intelligence System

DeepDetect
Precision Medicine Platform

Global Translational Medicine Collaboration



4 Modular ADC Platforms
DITAC, DIBAC, DIMAC, DUPAC

DBNexus™
Target Discovery Platform

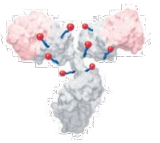
DBApex
AIDD Protein Engineering Platform

DBMidas
Unique Pan-ADC Technology Platform

ADC Technology Platforms

Leveraging an experienced R&D team, profound insights into ADC design, and robust execution capabilities, the Company has established four leading ADC technology platforms: DITAC, DIBAC, DIMAC, and DUPAC, continuously pushing the boundaries of ADC therapy. Leveraging these platforms, the Company has established a robust pipeline comprising 13 self-developed ADC candidates, including 10 clinical-stage ADCs, 2 next-generation bispecific ADCs, 1 autoimmune ADC, and multiple preclinical ADCs.

Four ADC Technology Platforms



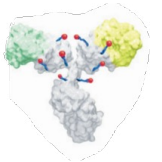
DITAC

Duality Immune Toxin Antibody Conjugate Platform

7 clinical assets

1 preclinical asset

- Topoisomerase-based ADC platform
- Higher therapeutic window
- Good tolerability profile demonstrated in 3,000+ patients



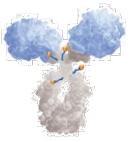
DIBAC

Duality Innovative Bispecific Antibody Conjugate Platform

2 clinical assets

1 preclinical asset

- Enhanced tumor selectivity and payload delivery
- Function synergy and pathway cross-talk
- Potential best-in-class and frontline therapy

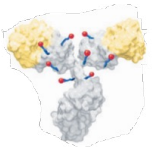


DIMAC

Duality Immune Modulating Antibody Conjugate Platform

1 clinical asset

- First-in-class ADC platform for autoimmune diseases
- "Smart steroid" targeted delivery of steroid with limited exposure to normal tissue
- Superior to traditional antibody therapy in efficacy



DUPAC

Duality Unique Payload Antibody Conjugate Platform

3 subsidiary platforms

1 preclinical asset

- Potential to overcome resistance to Dxd (TOP1i)
- Targeting hard-to-treat tumor types
- Potential to reshape the ADC treatment paradigm

AI-Empowered R&D Practices

DualityBio is accelerating the development of AI capabilities by leveraging multiple deployed AI-driven platforms to deeply integrate data, algorithms, and drug R&D expertise. This approach continuously provides precise driving force and decision support for project R&D, significantly enhancing R&D efficiency and success rates.

Target Discovery	Integrate multi-source data to build machine learning libraries, recommend high-quality ADC-related targets through target scoring and virtual screening.
Drug Design	Optimize antibody sequences using protein “language models” to enhance molecular sta-bility and activity.
Payload Design	Construct small-molecule databases, leverage AI to predict physicochemical properties, target engagement, and activity, recommend combinations, and generate novel molecular ideas.

Practical Applications of AI in Drug Discovery

R&D Team Management

DualityBio has implemented a systematic layout for R&D team building and incentives. The Company has established an internal R&D team led by industry pioneers and experts in the ADC development field. The team comprises more than 40 members, each possessing years of global experience in their respective sub-fields. During the Reporting Period, the Company launched the 2025 Share Plan to attract and retain participants who contribute to the Company's long-term development. The plan places a particular emphasis on research and development personnel, encouraging them to further contribute to the Company.

Enhancement of R&D Capabilities

With dual support from policy and resources, DualityBio established new R&D laboratories in Suzhou and Lingang, deeply integrating into the biopharmaceutical industry ecosystem of the Yangtze River Delta region to further strengthen regional collaborative innovation capabilities. The Company has partnered with top-tier regional partners to foster a trend of "adjacent collaboration", continuously enhancing R&D capabilities through open cooperation and accelerating the global multi-center clinical trials for ADC drugs.

Industry Exchange

DualityBio actively participates in industry exchanges, engages in academic conferences, and shares profound insights into innovative drug development. Simultaneously, acting as the initiator, we have established an open and efficient dialogue platform to facilitate industry knowledge sharing and resource alignment, thereby advancing sectoral progress and development.

DualityBio Established an Industry Exchange Platform as the Initiator

In July 2025, DualityBio initiated and established the hardcore technology exchange platform, STATLINK Club, with the aim of building an innovative hub that brings together wisdom to explore the future. The STATLINK platform centers on technical discussions, advocates for open and diverse intellectual exchanges, and is committed to connecting multiple stakeholders, including R&D scientists, technology transfer experts, and investment institutions. The platform regularly hosts thematic seminars and technical salons, providing industry peers with a space for in-depth exchange and collaborative exploration. This effectively facilitates the integration of cutting-edge insights and practical experience. We look forward to leveraging such open innovation platforms to foster deep industry collaboration, inject vitality into the sector's sustainable development, and benefit a broader patient population.

On October 31, 2025, the STATLINK platform hosted an exclusive corporate closed-door salon entitled "Cell Therapy 2.0 Era: Breakthroughs and Reinvention of In Vivo CAR-T" at the SAPA-China 2025 Pharmaceutical Industry Conference. The event convened multiple corporate representatives, industry experts, and academic scholars for in-depth discussions on cutting-edge developments within the field.

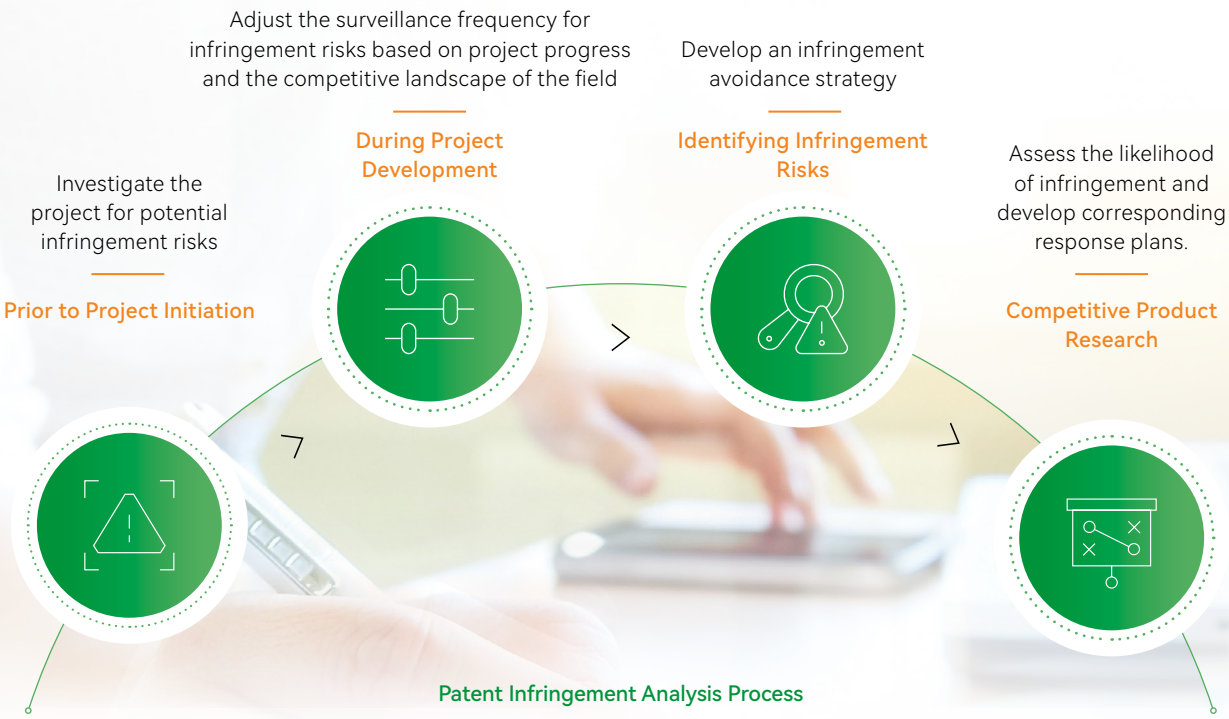
STARLINK

Intellectual Property Protection

DualityBio strictly complies with all applicable laws and regulations, integrating intellectual property compliance requirements throughout the entire R&D process. Relying on internal policies such as the *Code of Business Ethics* and *Patent Analysis Management*, the Company has established clear norms for intellectual property protection and management. It systematically conducts patent infringement assessments and risk response measures to ensure comprehensive protection of technical achievements and effectively reduce the risk of intellectual property disputes.

The Company's Board of Directors is fully responsible for guiding and approving the strategic direction of intellectual property. It provides final oversight on the establishment, implementation, and maintenance of management systems, while supervising management to ensure effective execution. This ensures the protection of the innovation achievements and legitimate rights and interests of both the Company and its partners.

The Company continues to refine its comprehensive intellectual property management system. It implements rigorous process risk monitoring and standardized patent infringement analysis procedures to provide solid assurance for the Company's innovation and R&D activities.



Patent Infringement Analysis Process

During this year, DualityBio further strengthened monitoring efforts during the clinical research phase. In response to competitors securing broad patents, we have established a high-frequency competitive intelligence monitoring system and a rapid response mechanism. This enables timely decisions to pivot toward new indication development or initiate patent challenges, ensuring the smooth progression of clinical trials.

During the Reporting Period, **54** new patent applications were filed.

As of the end of the Reporting Period, there were **180** patent applications filed and **15** valid patents held.

Responsible Marketing

DualityBio strictly complies with relevant laws, regulations and pharmaceutical industry standards, and is gradually establishing a responsible marketing system to ensure full compliance in all links of product labeling, promotion and outreach for its market-oriented offerings going forward. We are committed to providing rigorous and reliable information support to stakeholders based on scientific evidence, ethical standards, and objectivity. We strive to maintain order in the pharmaceutical industry and ensure patient medication safety, thereby promoting the healthy and sustainable development of the sector.

The company is steadily establishing a responsible marketing system and formulating standardized review procedures for marketing promotion and educational materials. This ensures that all future market-facing documents undergo multi-level approval by authorized management personnel. We will provide teams with clear compliance guidelines and require strict adherence to the principles of accuracy, clarity and transparency. Exaggerated product claims are strictly prohibited. Key information including product contraindications and adverse reactions will be actively and promptly disclosed at all times, maintaining a professional and responsible stance across all operations.

Principles for Responsible Marketing

03
Environment

Climate change exerts profound impacts on public health, ecosystems, and the long-term operations of enterprises, while also imposing higher requirements on corporate resource management and low-carbon transformation capabilities. DualityBio has integrated climate change response into its overall framework for environmental management and sustainable development, continuously advancing greenhouse gas emission management and resource utilization efficiency in alignment with the national dual carbon goals. In daily operations, the Company monitors carbon emissions generated from research and development laboratories, office energy consumption, and waste disposal. It is progressively implementing emission reduction and management measures in these key areas to support the coordinated development of corporate operations and environmental responsibility.

Climate Change Response

Governance

The Company has integrated climate change-related risks and opportunities into its corporate governance and sustainable development management framework, establishing a three-tier governance structure comprising the Board of Directors and its Strategy and ESG Committee, the management, and various functional departments. In this regard, the Board of Directors serves as the highest authority responsible for climate risk and opportunity management. It leads overall oversight duties and reviews relevant strategies and significant matters. The ESG Management Committee is responsible for coordinating the formulation and implementation of measures to address climate change. Functional departments implement specific arrangements for mitigation and adaptation in accordance with their respective responsibilities, thereby supporting the continuous advancement of the Company's climate governance.

Strategy

DualityBio has integrated climate-related issues into its corporate strategy and operational management considerations. Based on a comprehensive analysis of the Company's business characteristics, industry environment, and external development trends, and in accordance with the Hong Kong Exchanges and Clearing Limited (HKEX) ESG Reporting Guide and its climate-related disclosure requirements, issued by the Hong Kong Stock Exchange, the Company has initially identified and organized climate-related risks and potential opportunities facing it, and formulated corresponding management and response directions based on actual conditions.

To further enhance the systematic nature of climate management, the Company has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify, assess, and analyze climate-related risks and opportunities. A qualitative and quantitative assessment was conducted regarding their potential impact on the Company's operations and financial condition. In terms of the time dimension, the Company defines a period of less than one year as short-term, five years or less as medium-term, and more than five years as long-term. Based on this classification, the Company explores phased management and response strategies.

Given that Duality Biologics is still at an early stage in building its climate data foundation, and the direct financial impact of climate-related risks is currently limited, we primarily adopt a qualitative approach to identify potential financial impacts. The scenario parameters and models required for fully quantifying climate-related financial impacts are still under development. Looking ahead, we plan to engage external professional institutions to gradually advance quantitative assessments, and to adopt a combination of qualitative and quantitative scenario analysis methods to more systematically evaluate the potential impacts of different climate scenarios on our business. We will continue to track developments in climate-related issues based on our existing work and provide more in-depth disclosures in future reports.

During the Reporting Period, the Company did not incur capital expenditures specifically allocated to climate-related risks and opportunities, nor did it carry out any climate-related financing or investment activities.

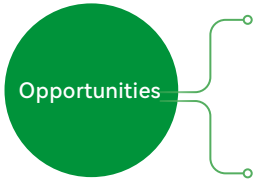
Types of Risks and Opportunities			Risk Description	Time Period	Business Impact	Financial Impact
Risk	Transition Risks	Policy and Legal Risks	Climate change-related policies and regulatory requirements continue to tighten, imposing higher compliance standards on enterprises regarding carbon emission management and information disclosure.	Medium- and long-term	The Company may need to allocate additional resources for energy conservation and emission reduction management as well as greenhouse gas emissions accounting to comply with regulatory requirements.	• Capital expenditures increased • Administrative expenses increased.
		Technology Risk	Driven by the dual carbon goals, the application of low-carbon technologies and the energy transition process have accelerated, while enterprises' demand for energy-saving technologies and green infrastructure continues to rise.	Medium- and long-term	The Company may need to advance relevant technology upgrades or facility renovations to adapt to the low-carbon development trend.	• Such investments may lead to an increase in capital expenditures. • The scale of fixed assets has experienced a phased increase.
		Market Risk	Prices of resource factors and environmental protection-related costs may fluctuate as the low-carbon transition progresses.	Medium- and Long-Term	Changes in the cost structure of raw material procurement and operating expenses may occur, potentially impacting production and operational arrangements.	• Cost control has created certain pressures.
		Reputational Risk	Stakeholders' attention to corporate climate governance performance and the transparency of information disclosure continues to increase.	Medium- and Long-Term	Climate management performance may influence the Company's brand image and investor decision-making expectations.	• Administrative expenses increased.
	Physical Risk	Acute Risks	The frequency of extreme weather events (such as typhoons, heavy rainfall, and high temperatures) is increasing, which may have a phased impact on the Company's operating environment.	Short-term	It may disrupt the operational continuity of production and R&D facilities, thereby causing certain interference to business operations.	• Fluctuation in Operating Revenue • Increase operating and management-related expenditures.
		Chronic Risks	Rising temperatures and changes in regional climate conditions may have a continuing impact on the Company's operating environment and energy usage requirements.	Long-term	The Company may need to allocate additional energy resources to meet indoor temperature control requirements.	• Phased increases in operating costs and administrative expenses
Opportunities	Energy Sources		Increasing the proportion of renewable energy usage helps reduce reliance on traditional fossil fuels and mitigates potential impacts arising from energy price volatility.	Medium- and Long-Term	While ensuring operational stability, this initiative facilitates the gradual development of a low-carbon operating model for the enterprise.	• Reduce comprehensive energy expenditures • Mitigate cost uncertainty arising from price volatility.
	Resource Efficiency		By advancing energy-saving optimization, process improvements, and equipment upgrades, we aim to enhance the efficiency of resource utilization for energy, water, and packaging materials.	Medium- and Long-Term	This contributes to enhancing the precision of operational management and promotes the formation of a resource-conserving operational model.	• reduce operating costs • The economic benefits derived from enhancing overall resource utilization efficiency

Analysis Results of Risks, Opportunities, and Their Impacts

Response Strategies

In response to climate-related risks and potential opportunities, we continue to refine our management arrangements. While strengthening risk identification and preventive measures, we explore development opportunities arising from improved resource efficiency and low-carbon transformation, tailored to our operational characteristics. Additionally, we have established specific management measures for different types of climate impacts to support the Company's stable operations and long-term sustainable development.

Transition Risks	• We continuously monitor changes in climate-related laws, regulations, and supervisory policies to refine internal compliance management systems and processes, thereby supporting the stable operation of production activities. • Conduct risk identification and feasibility assessments to advance process optimization, technical improvements, and low-carbon capability enhancement while ensuring normal operations. • We monitor fluctuations in raw material and energy markets, strengthen supply chain management and periodic assessments, and reduce supply chain uncertainty. • We will progressively enhance environmental management performance through energy conservation management, performance evaluation, and information communication, while exploring pathways for emission reduction targets and renewable energy application.
Physical Risk	• Establish an emergency management mechanism for climate-related sudden events and maintain reserves of emergency resources to enhance risk response capabilities. • We continuously monitor extreme weather warnings and promptly implement preventive measures under abnormal climatic conditions to ensure employee safety and business continuity. • We will strengthen energy usage and operational assurance management to enhance energy efficiency and implement energy-saving measures. These actions support stable operations while reducing energy consumption costs. • Strengthen monitoring of extreme climate events and management of specialized contingency plans by enhancing prevention and response capabilities through meteorological information tracking and early warning mechanisms.



Energy Sources	• We will progressively explore methods for utilizing renewable energy in alignment with actual operational requirements and advance the application of clean energy substitution where conditions permit, thereby supporting the optimization of the energy structure and the transition toward low-carbon development.
Resource Efficiency	• Energy efficiency in production operations is enhanced through measures such as equipment optimization, technological improvements, and process refinement, thereby reducing the energy consumption per unit. • Promote the recycling of water resources and the conservation of materials to reduce resource consumption and control operating costs.

Strategies for Addressing Climate Change Risks and Opportunities

Risk Management

DualityBio has integrated climate-related risks and opportunities into its overall risk management framework. The Company is progressively refining its management processes for identifying, assessing, and responding to climate risks to enhance systematic management capabilities regarding climate issues and strengthen operational resilience. The Company has established a continuous tracking and reporting mechanism based on relevant performance indicators and management objectives. It regularly reports progress in climate risk management to the Board of Directors to support the governance body's oversight and decision-making regarding climate-related matters.

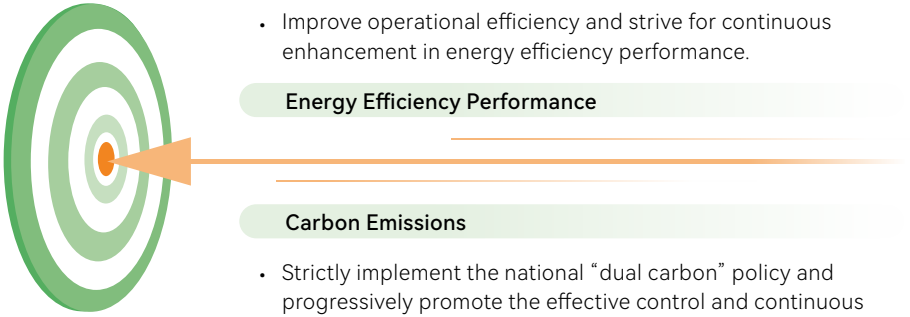
To more precisely identify climate-related issues associated with corporate operations and enhance management efficiency, we have initially established a scientific and systematic climate risk management process.

Furthermore, we continuously refine management arrangements for risk identification, scenario analysis, and emergency response regarding environmental and climate-related uncertainties that may impact business continuity. These assessments are integrated into the enterprise's overall risk management framework to support effective handling of unexpected situations and progressively enhance the Company's climate adaptability and operational resilience.

Management Process for Climate Change-Related Risks and Opportunities

Metrics and Targets

During the Reporting Period, we continued to collect, track, and disclose data on energy consumption and greenhouse gas emissions in alignment with climate change management requirements. Building on this foundation, we advanced research into refining carbon emission management targets. We also continuously evaluated the feasibility and implementation plans for mechanisms such as internal carbon pricing and linking executive compensation to climate change goals, to support the ongoing assessment and improvement of the Company's climate actions. As the Company has not yet achieved commercialization, we continue to monitor and consider climate-related issues. In the future, we plan to gradually establish quantitative carbon reduction targets and, in alignment with our operational realities, progressively strengthen systematic management in areas such as energy conservation and efficiency improvement, greenhouse gas emissions control, and climate resilience building. These efforts aim to steadily optimize our overall carbon footprint and support the Company's long-term sustainable development.



DualityBio Energy Conservation and Carbon Reduction Targets

In addition to accounting for greenhouse gas emissions within its own operations, DualityBio conducted its first comprehensive assessment and calculation of greenhouse gas emissions across its value chain (i.e., Scope 3) during the Reporting Period. Through procurement analysis, employee commuting surveys, and alignment with emission factor databases, the Company has gained its first clear preliminary understanding of its overall value chain carbon footprint. This foundational work has laid an important groundwork for jointly advancing emission reductions with partners in the future.

During the Reporting Period, the greenhouse gas emission indicators for DualityBio were as follows:

Indicator	Unit	2025	2024
Greenhouse Gas Emissions			
Total Scope 1 Greenhouse Gas Emissions[5]	tCO_2e	/	/
Total Scope 2 Greenhouse Gas Emissions (Location-based)[6]	tCO_2e	802.18[7]	350.45
Total Scope 1 and Scope 2 Greenhouse Gas Emissions	tCO_2e	802.18	350.45
Scope 1 and Scope 2 Greenhouse Gas Emission Intensity	tCO_2e/ RMB million	0.43	0.18
Total Scope 3 Greenhouse Gas Emissions[8]	tCO_2e/ RMB million	87,948.82	/

[5] As the Company is currently focused on drug research and development and does not involve manufacturing or fuel combustion activities, there were no Scope 1 greenhouse gas emissions during the Reporting Period. The Company will continue to monitor the identification and management of relevant emissions in line with its business development.

[6] Our carbon emissions primarily originate from purchased electricity. Calculations were based on the average emission factors for 2023 published by the Ministry of Ecology and Environment in the "Announcement on Issuing the 2023 Carbon Dioxide Emission Factors for Electricity": 0.5737 tCO_2/MWh for the Shanghai grid, 0.5827 tCO_2/MWh for the Jiangsu grid, and 0.5554 tCO_2/MWh for the Beijing grid.

[7] Purchased electricity consumption increased compared to the prior year, primarily due to the commissioning of the pilot workshop and the simultaneous activation of related supporting facilities, which drove an overall rise in power demand. This change represents structural growth driven by the expansion of production and operations. The Company will continue to focus on energy efficiency while advancing energy-saving management measures to meet production requirements.

[8] Calculations were performed in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). Carbon emission factors from public databases, including the 'China Product Life Cycle Greenhouse Gas Emission Coefficient Set (2022)' and 'SupplyChainGHGEmissionFactors_v1.3.0_NAICS', were matched with Duality Biologics (Suzhou) Co., Ltd.'s own activity data for estimation. The scope covers Category 1: Purchased Goods and Services, Category 2: Capital Goods, Category 3: Fuel- and Energy-related Activities, Category 4: Upstream Transportation and Distribution, and Category 7: Employee Commuting. The Company is not currently involved in Category 5: Waste Generated in Operations, Category 6: Business Travel, Category 8: Upstream Leased Assets, or downstream emission categories from Category 9 to Category 15.

Climate Change Mitigation Measures

To address the environmental and operational challenges posed by climate change, DualityBio has continuously refined its energy usage and management arrangements in compliance with applicable laws and regulations on energy conservation. The Company integrates energy-saving and carbon-reduction requirements into daily operations and office management processes. By optimizing energy consumption methods and strengthening awareness cultivation for energy conservation, it is gradually improving energy efficiency and driving a steady decline in energy consumption and carbon emission intensity associated with operational activities.

Considering the actual energy consumption characteristics of office and R&D support activities, while ensuring the stable operation of research and office functions, the Company continues to promote the application of high-efficiency energy-saving equipment and optimize daily energy management. Through energy-saving publicity, reminder mechanisms, and employee training, the Company guides employees to adopt green office practices and energy-conserving behaviors, thereby supporting the gradual improvement of overall low-carbon operational performance.

Equipment and Energy Management	Daily Energy Management	Green Office and Employee Engagement
• Promote the gradual replacement and adoption of energy-efficient office equipment • Optimize lighting and air-conditioning management in office areas • Implement energy-saving lighting retrofits and control measures	• Strengthen routine energy inspections and energy-saving supervision mechanisms • Establish a responsibility system for powering off equipment to reduce unnecessary energy consumption	• Promote paperless office practices and digital workflows to reduce resource consumption • Conduct energy-saving awareness campaigns and green office training • Encourage green travel practices and provide supporting measures where appropriate

DualityBio Energy Conservation Initiatives

CASE

Mapping Commuting Carbon Footprints to Promote Low-Carbon Alternatives

During the Reporting Period, we leveraged the Scope 3 greenhouse gas inventory as an opportunity to conduct a commuting carbon footprint survey covering all employees, in order to better understand and quantify the carbon emissions generated by employee commuting. This initiative not only collects critical data for Scope 3 emissions accounting but also serves as a platform to encourage low-carbon commuting among employees and mobilize those around them to jointly address climate change. Through the survey process, we actively introduced and promoted the concept of green commuting, encouraged sustainable travel choices, and enhanced company-wide awareness of reducing collective carbon footprints.

Environmental Management

DualityBio strictly complies with all applicable laws and regulations. Building on a foundation of compliant operations, the Company continues to advance the standardized construction of its environmental management system. Aligned with the Company's current development stage and the practical needs of its R&D and operational activities, we have progressively refined our internal environmental management systems and policy frameworks. We optimized the environmental governance structure and division of responsibilities while actively advancing communication and supervision mechanisms with regulatory authorities and third-party professional institutions in daily operations. These efforts steadily enhance the systematic nature and compliance assurance level of our environmental management.

At the system construction level, the Company has established an environmental risk assessment and emergency management mechanism that covers the entire process of risk identification, evaluation, response, and continuous improvement. Through continuous revisions to internal management documents such as the *Environmental Emergency Plan*, the *Environmental Emergency Resource Survey*, and the *Risk Assessment of Sudden Environmental Events*, we have established a structured environmental risk emergency management system. We have integrated relevant management requirements into daily operations, implemented preventive and mitigation measures for potential environmental impacts, and ensured that all operational processes remain within standardized and controllable management states. For key environmental risk areas such as R&D facilities, storage zones, and temporary hazardous waste holding points, the Company has established and posted emergency response guidelines for sudden environmental incidents. Regular emergency drills are conducted to continuously enhance employees' ability to identify environmental risks and improve on-site response capabilities. By strengthening source prevention and rapid response capabilities, we effectively reduce the risk of potential environmental incidents, ensuring the coordinated advancement of operational activities and environmental safety.

CASE

Participate in urban farming practices to promote low-carbon and green development and community co-construction

In 2025, Duality Biologics actively participated in urban farming experience and charitable support activities jointly organized by the social enterprise Cloud Farming Tribe and the non-profit organization Farm The City. The Company team gained a deep understanding of the positive role of urban agriculture in reducing carbon footprints, promoting resource recycling, and ensuring food security by participating in practical activities such as harvesting, sowing, and tree planting.

During the interactive exchange, employees engaged in an in-depth discussion with elderly farmers regarding green farming practices and low-carbon production concepts, further enhancing their understanding of sustainable development and climate action. Additionally, the Company provides charitable support to Farm The City to facilitate the institution's promotion of sustainable community development projects and to support retired individuals and senior farmers in their continuous learning and employment development. Through the aforementioned practices, the Company has put into action its commitment to green and low-carbon principles, promoting the coordinated development of environmental protection and social value.

Urban Farming Experience Activity

Resource Management

While advancing its business development, DualityBio has maintained a continuous focus on resource utilization efficiency and the management of related environmental impacts. Aligning with the Company's current operational characteristics, it has progressively refined requirements for resource usage management. This initiative aims to enhance resource utilization levels while meeting research and daily operational needs, and to explore low-carbon and green practice pathways compatible with its stage of development, thereby reducing the comprehensive environmental impact of its operational activities.

Water Resource Management

DualityBio strictly complies with all applicable laws and regulations. Aligning with current operational models and future development needs, we continuously optimize water resource usage management requirements to promote standardization and rationalization of water utilization, thereby ensuring effective protection and compliant use of water resources.

The Company's daily water consumption is primarily sourced from the municipal water supply system. Usage scenarios are concentrated in laboratory R&D support and office cleaning activities, with an overall scale that remains relatively limited. During the Reporting Period, we did not encounter any issues in obtaining water resources suitable for our intended use. Building on this foundation, the Company has strengthened water conservation awareness and conducted promotional campaigns to guide employees in developing habits of saving water during daily operations. These efforts aim to gradually reduce unnecessary water consumption while continuously improving water use efficiency.

Enhancing Water Use Efficiency

- Install water-saving fixtures such as faucets to reduce resource consumption during daily water use
- Conduct regular inspection and maintenance of water facilities to promptly identify and address leakage issues

Strengthening Water Conservation Awareness

- Promote water-saving awareness through internal communications, email reminders, and meetings
- Organize training and knowledge-sharing on water conservation to encourage employees to develop standardized and efficient water-use practices

DualityBio Water Resource Management Initiatives

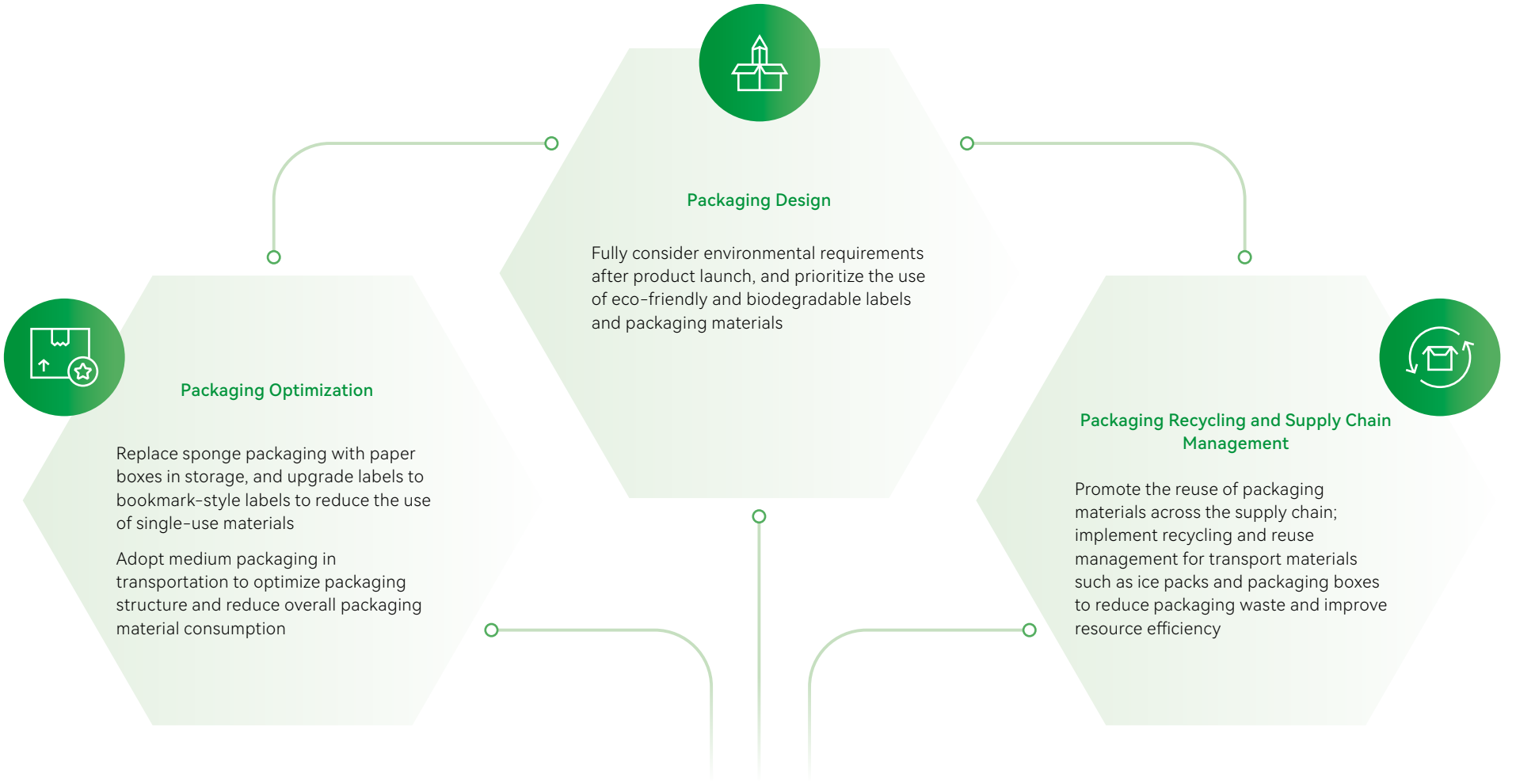
We continuously monitor and manage water consumption to promote efficient use and conservation of water resources. The Company will progressively establish quantifiable water efficiency targets and integrate them into its operational management framework to systematically enhance water resource management performance. During the Reporting Period, DualityBio reported the following water consumption metrics:

Indicator	Unit	2025	2024
Total Water Consumption	Ton	395.6[9]	1019.3
Total Water Intensity	Tons/RMB million	0.21	0.53

[9] Water consumption for the current year decreased compared to the prior year. This decrease was primarily attributable to the fact that the prior year's consumption included a short-term increase resulting from the monitoring, identification, and remediation of an incidental occurrence involving outdoor facilities. Following the implementation of corrective measures, the relevant systems operated stably during the current year, and water usage returned to normalized levels.

Packaging Material Management

The Company continuously monitors the resource consumption and environmental impacts of packaging materials across its supply chain. Taking into account its business characteristics, the Company encourages suppliers to explore packaging reduction and recycling approaches that align with its current stage of development. While ensuring product quality and functional requirements are met, the Company promotes the gradual optimization of packaging usage to minimize unnecessary consumption and reduce waste generation at the source.



DualityBio Packaging Material Management Initiatives

Emission Management

We have prioritized emission control within our environmental management framework. We focus on potential environmental impacts arising from research and development as well as daily operations, and we implement standardized management of wastewater, exhaust gases, and waste in compliance with applicable laws and regulations. The Company continues to refine emission-related management requirements and implement necessary control and monitoring measures. While ensuring compliance with emission standards, it is progressively reducing the impact of operational activities on the surrounding environment.

Wastewater Management

As DualityBio is not currently engaged in commercial production, no conventional industrial wastewater is generated during its operations, and therefore no discharge via industrial park sewage networks or municipal wastewater systems is required. The small amount of waste liquid generated from laboratory activities is managed as hazardous waste and is not included in the wastewater discharge system. For requirements regarding the classification, collection, temporary storage, entrusted disposal, and full-process control of laboratory waste liquids, please refer to the "Waste Management" section of this report. The Company will continue to promote source reduction and classified management to ensure that all laboratory waste liquids are disposed of in a safe, compliant, and traceable manner.

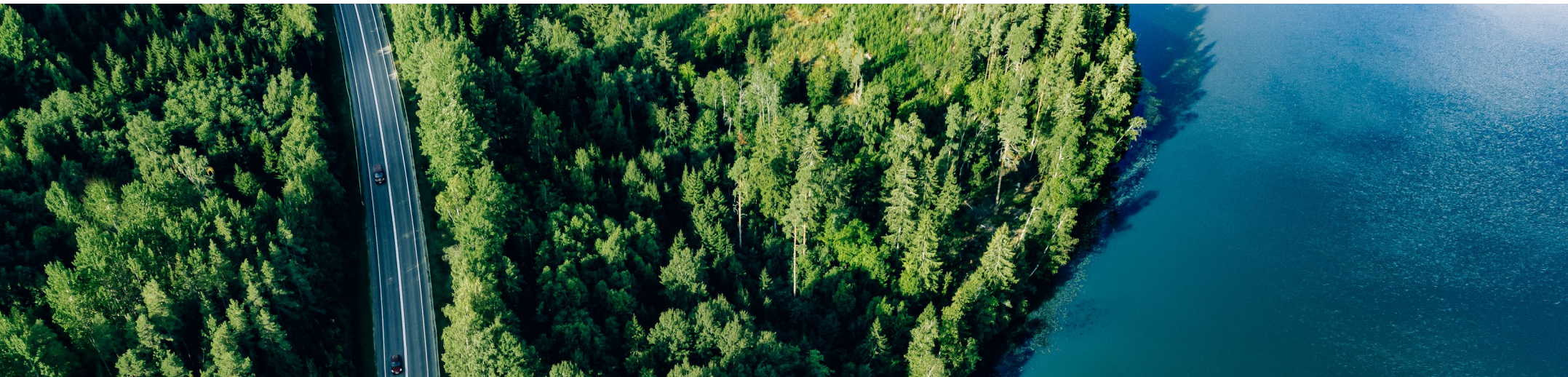
Air Emissions Management

DualityBio strictly complies with all applicable laws and regulations. We systematically standardize the collection, treatment, and discharge processes for waste gases in the *Laboratory Management Procedures* to ensure that 100% of waste gas pollutant emissions are fully compliant, thereby effectively reducing the potential impact of R&D activities on the atmospheric environment[10].

The Company centrally collects waste gas through facilities such as biosafety cabinets, fume hoods, and exhaust hoods, then uniformly directs it into a two-stage activated carbon adsorption system for purification to effectively reduce the concentration of organic emissions. This year, we further optimized the activated carbon adsorption process to continuously improve waste gas treatment efficiency.

Concurrently, we have established a normalized mechanism for exhaust gas monitoring. We regularly conduct emission testing and evaluate the effectiveness of pollution control measures to further strengthen our capabilities in air pollution prevention and control as well as environmental risk management.

[10] As the Company's principal operating activities do not involve large-scale industrial manufacturing processes and there are no material process-related air emission sources, and given that air emissions management is conducted in compliance with applicable local laws and regulations, the Company has not currently established specific air emissions reduction targets.



Waste Management

DualityBio has established a comprehensive management system covering the entire lifecycle of waste—from identification and classification to collection, temporary storage, and disposal—in accordance with all applicable laws and regulations. The Company systematically standardizes operational procedures and handling processes for various types of waste through the *Laboratory Management Procedures*, ensuring that waste disposal remains legally compliant and environmental risks are maintained within a controllable range.

The waste generated by the Company primarily includes general solid waste, hazardous solid waste, and medical waste. Based on the environmental and safety risk characteristics of different categories of waste, we implement classified collection and differentiated management, matching corresponding storage, transportation, and disposal methods to achieve standardized control throughout the entire process and reduce potential impacts on the ecological environment.

General Solid Waste

Waste is collected in a classified manner, with ongoing efforts to explore waste reduction practices.

Hazardous Solid Waste

Waste is temporarily stored in designated hazardous waste storage areas and transferred to qualified third-party companies for standardized transportation and disposal.

Medical Waste

Waste is collected in designated medical waste bags, sterilized, and then transferred to hazardous waste storage areas. It is ultimately entrusted to qualified third-party companies for standardized transportation and disposal.

DualityBio Waste Management Initiatives

CASE **Optimization Practices for Laboratory Waste Management**

DualityBio has continuously strengthened source reduction and classification management of waste in the process of advancing green laboratory construction by optimizing experimental consumables and operational methods to reduce the environmental impact of laboratory activities.

During the Reporting Period, the Company implemented refined classification management for laboratory waste. Biological hazardous waste and other hazardous wastes were collected separately and disposed of in compliance with regulations to reduce environmental emission risks. Concurrently, solid waste generation and chemical usage were reduced through material substitution and process improvements. For instance, reusable PP cryoboxes replaced paper-based ones, and recyclable cooling devices substituted isopropanol media during the controlled-rate freezing stage, thereby promoting resource conservation and waste reduction.

As of the Reporting Period end, DualityBio achieved its target of **100%** legal disposal rate for hazardous waste, general industrial solid waste, and domestic waste through classification.

On this basis, the Company will continue to advance waste reduction at source and resource recovery efforts, gradually establish phased reduction targets covering multiple types of waste, and systematically integrate them into its operational management framework to continuously enhance resource utilization efficiency and environmental performance.

In addition, DualityBio has continued to strengthen personnel capabilities regarding the standardized management of waste. Targeted onboarding and periodic specialized training (SME) were conducted for relevant staff, focusing on operational requirements such as waste classification, temporary storage management, compliant transportation, and emergency response. Concurrently, in alignment with the Company's Environmental, Health, and Safety (EHS) management system, employees were organized to participate in thematic training sessions. These initiatives aim to further enhance compliance awareness across all levels and improve the execution capability of waste management, thereby promoting the continuous standardization and improvement of waste management practices.

Noise Management

DualityBio strictly complies with all applicable laws and regulations. We ensure scientific planning of production and operation schedules and implement comprehensive controls to manage the impact of noise generated by our operations on surrounding areas.

We have established a routine noise management mechanism. We conduct regular noise monitoring on ongoing laboratory projects and relevant production equipment, implementing systematic testing on a quarterly basis. Special attention is given to the impact of nighttime operations on the surrounding environment, ensuring that boundary noise levels consistently comply with applicable regulatory standards. If any anomalies are detected during the monitoring process, the Company will promptly initiate the disposal and reporting procedures and implement targeted improvement measures to eliminate potential impacts.

04
Employees

"People-oriented" development is the consistent philosophy of DualityBio. We are committed to fostering an equal, inclusive, diverse, and caring corporate culture that attracts, motivates, and retains top talent, thereby injecting sustained vitality into the Company's long-term development. The Company is actively cultivating a safe and healthy work environment, comprehensively prioritizing employee physical and mental well-being, and empowering every individual through systematic growth mechanisms to facilitate the realization of their self-worth.

Employee Attraction and Inclusion

DualityBio adheres to the principle of compliant employment and builds and continuously improves a fair and transparent employment system. We actively uphold the values of diversity and inclusion, committed to ensuring that every employee can work in an environment characterized by equality, respect, and freedom. Simultaneously, the Company provides a competitive compensation and benefits package to promote mutual value creation between the enterprise and employees.

Protecting the Rights and Interests of Employees

DualityBio strictly complies with all applicable laws and regulations, to comprehensively establish a compliant employment system and effectively safeguard labor rights. The Company has formulated and implemented internal management policies. These policies systematically regulate employee recruitment, working hour arrangements, leave mechanisms, compensation and benefits, performance evaluations, training and development, and promotion pathways to ensure that the legitimate rights and interests of every employee are fully protected.

Employment Policy	• In strict accordance with relevant laws and regulations, the requirements for recruitment, hiring, contract signing, salary and benefits, working hours, occupational health and safety, and other aspects are clearly defined to protect employees' legal rights and interests.
Policy on the Prohibition of Child Labor and Forced Labor	• Child labor is explicitly prohibited, and strict compliance with national regulations regarding the minimum age of workers is enforced. • Flexible working hours or remote work are supported for some positions, ensuring that working hours and labor intensity comply with legal requirements.
Diversity Policy	• We provide equal employment opportunities, establish a fair and just promotion mechanism, and practice equal pay for equal work. • We encourage employees to leverage their strengths and specialties, respect and embrace different viewpoints and ideas, and promote collaboration and innovation among teams.

Policies on Protecting the Rights and Interests of Employees

DualityBio adheres to international labor standards and the laws and regulations of the jurisdictions in which it operates, treating the prohibition of child labor as an inviolable legal and ethical red line. We implement a rigorous identity verification mechanism within our recruitment and hiring process to eliminate the risk of child labor at the source and ensure that all employment practices comply with statutory minimum working age requirements. Simultaneously, the Company explicitly prohibits forced labor in any form and has established a working hour management system to scientifically plan employee working hours, thereby eliminating unreasonable overtime arrangements.

The Company consistently upholds the principle of equal employment and firmly prohibits discrimination against employees based on gender, age, ethnicity, race, nationality, religious belief, or other factors throughout the entire process of recruitment, promotion, compensation, and training. This ensures that all employees can grow and develop in a fair and open environment. We place high value on employees' right to make autonomous choices, ensuring that career selections and resignation decisions are made on a voluntary basis.

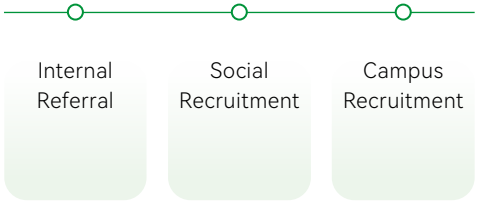
We firmly oppose any form of workplace harassment and threatening behavior. We are committed to treating all employees equally and have established an effective internal reporting mechanism to ensure that employees can report incidents of harassment or threats through designated channels. The Company will conduct a strict investigation in accordance with its rules and regulations while safeguarding employees' personal information throughout the process. Based on the investigation findings, responsible personnel will be subject to serious disciplinary actions, including but not limited to warnings, disciplinary sanctions, and termination of employment.

Furthermore, we have established a working hour management system to scientifically plan employee working hours and eliminate unreasonable overtime. We explicitly prohibit all forms of forced labor and fully implement a leave system for all employees to ensure their complete leave rights, thereby supporting sustainable work-life balance.

During the Reporting Period, DualityBio had no incidents of child labor, forced labor, workplace discrimination, or harassment and threats.

Diverse Recruitment

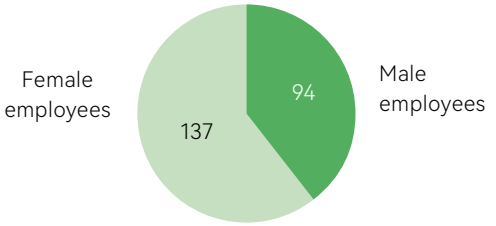
DualityBio has established diversified recruitment channels and built an ecosystem for talent acquisition that integrates internal and external collaboration, based on the current workforce status and future development strategy, precisely identifying a pool of high-potential talent. We consistently uphold professional and rigorous core principles to establish and implement a multi-departmental talent assessment system and selection process. Through multi-level evaluations of candidates, we ultimately select high-quality talent that aligns with the corporate culture's core values and effectively supports business development.



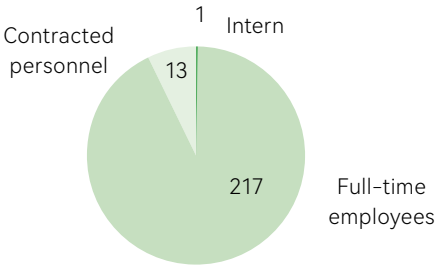
Employee Recruitment Channels of DualityBio

As of the end of the Reporting Period, the Company employed a total of 231 individuals. The detailed breakdown is presented in the figure below:

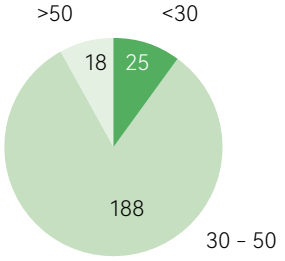
Number of employees by gender



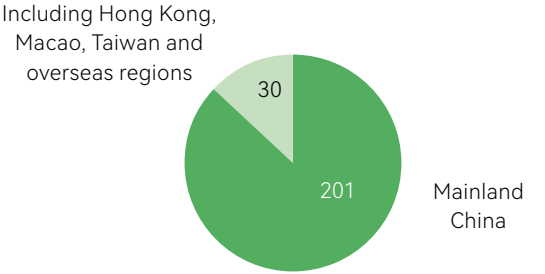
Number of employees by employment type



Number of employees by age



Number of employees by region



Employee Training and Development

DualityBio regards talent development as the source of corporate innovation vitality. We focus on the long-term development and value empowerment of our employees. Through scientific growth pathways and a systematic training system, we aim to unlock employee potential and foster synergy between individual growth and corporate development.

Talent Development

DualityBio continues to refine its talent development system in alignment with corporate strategic objectives and employee growth needs. We have established a comprehensive dual-track promotion system that clearly delineates differentiated development pathways for technical professionals and management personnel, ensuring optimal alignment between roles and individuals and the full utilization of talent. This system effectively stimulates organizational innovation vitality and provides a continuous stream of talent momentum for sustainable development.

Employee Development and Promotion

At DualityBio, the growth of every employee is meticulously planned and fully supported. The Company has established a well-defined dual-track promotion system, enabling technical and managerial professionals to leverage their respective strengths. The system not only optimizes role-employee alignment but also continuously fuels the company's development, thereby solidifying a talent foundation for long-term competitiveness.

Technical Expertise Pathway

- Encourage employees to stay alert and sharp, harbor a sense of crisis as if they were walking on thin ice, gain deeper insight into industry trends, become industry experts, and pursue global innovation.
- Through continuous training, project participation, and skill certification, employees can continuously improve their professional competence and create higher technical value for the Company.

- The Company helps employees master management skills and enhance team collaboration and project management capabilities through leadership training, a mentorship system, and the accumulation of practical management experience.
- We focus on the development of employees' leadership and management skills and encourage potential employees to advance to management positions.

Technical Expertise Pathway

DualityBio Dual-track Development Path

DualityBio relies on standardized and clear performance appraisal criteria to ensure that every employee's contributions receive objective recognition. Based on these criteria, the Company facilitates internal promotion pathways. We continue to focus on responsible and capable outstanding employees by providing them with more challenging promotion opportunities. This initiative aims to motivate all staff members to strive together and strengthen our talent foundation.

Employee Development Support

DualityBio actively responded to employees' needs for personal growth and development by comprehensively upgrading employee development support initiatives throughout the year. We actively benchmarked the tuition assistance mechanisms of leading global technology companies, established a dedicated funding program to support reimbursement for employee tuition and examination fees, and developed an implementation plan. Furthermore, the Company continues to encourage employees to participate in external exchange activities, facilitating the expansion of their knowledge boundaries and enhancement of professional competencies, thereby achieving synergistic growth between individual development and corporate advancement.

Encourage Degree Advancement	• Introduced the "Degree Advancement Program" to encourage employees to pursue higher degrees in their spare time.
Subsidies for Professional Qualification Examinations	• Launched the "Professional Certification Sponsorship Program", utilizing a dedicated budget to subsidize fees associated with obtaining professional qualifications.
Support for External Seminars and Exchanges	• Encourage employees to participate in domestic and international academic conferences and research activities, and provide resource support.

DualityBio Employee Development Support Initiatives

Employee Training

DualityBio consistently integrates talent development into its strategic planning. This year, we comprehensively upgraded our training support policies, refined the training system, and innovated training content to holistically enhance employees' professional competencies and overall performance capabilities. Tailored to job characteristics and differentiated employee development paths, the Company has established a multi-level training mechanism. This mechanism covers diverse programs including general compliance, professional skills, and leadership, ensuring that training supply is precisely aligned with business needs.

Company-wide Compliance and General Skills	Deepening Professional Vocational Skills	Leadership and High-Potential Talent Development Program
Conduct general foundational training for all employees to strengthen compliance awareness and adaptability to industry changes.	Implement department-specific customized training programs to keep the professional knowledge level of each department at the industry forefront.	Systematically identify high-potential talents through the annual talent review process, accelerating their transition to management or technical leadership roles through customized programs and coaching.
• Compliance Training: Provide compliance-related training for all employees to reinforce business ethics, legal and regulatory knowledge, and awareness of internal company red lines. • Digital Empowerment: All employees participate in specialized "AI Tool Application" training to enhance their ability to utilize AI technology and adapt to industry technological trends.	• Clinical Operations Department: Establish quarterly "Learning Lunch & Learn" sessions with rotating professional themes per session. Encourage team members to take turns as presenters to facilitate knowledge sharing. • Clinical Development Team: Organize specialized review and learning sessions at key milestone nodes to convert project practical experience into organizational assets.	• Talent Review and Selection: Conduct a high-potential talent identification program on an annual basis. • Challenge Project Experience: Assign cross-departmental challenge projects to enhance practical decision-making and coordination capabilities. • Mentorship Support Mechanism: Through regular coaching, project reviews, and strategic guidance, we support the transformation of relevant talent.

DualityBio's "Company-wide + Professional + Leadership" Three-Dimensional Training System

In 2025, the Company's training programs achieved full employee coverage, supporting the growth and development of every employee. Specific training data are detailed below:

Indicator	Unit	2025
Number of training hours of all employee	hour	3,555
Number of training hours per employee	hour	15
Average training hours by gender		
Male employees	hour	15
Female employees	hour	15
Average training hours by rank		
Senior management	hour	15
Middle management	hour	15
General employees	hour	15

Employee Care and Communication

DualityBio regards its employees as a valuable asset and is committed to refining a people-centric care and communication system while consistently upholding the core values of respect, trust, and inclusivity. Through transparent and open communication mechanisms and diverse, equitable compensation and benefits, we comprehensively address employees' career development and physical and mental health needs. We enhance employee well-being and sense of belonging to consolidate collective strength for the enterprise's sustainable development.

Employee Communication

The Company has established a diverse and bidirectional communication mechanism to ensure efficient information dissemination and timely response to demands, laying a foundation of trust for stable development. This year, we established a new CEO mailbox communication channel to further bridge the gap between employees and top management beyond our internal complaint email system. We encourage employees to offer candid feedback while strictly adhering to confidentiality principles. This channel is managed by a dedicated officer to ensure that every letter received is registered and submitted for the CEO's review.

Glowing moment

Innovation is the gene of DualityBio, and every employee is the inheritor of this gene. We regularly reveal and praise employees who have performed well in R&D, collaboration and breakthroughs in our team building and weekly RSRB research and development strategy review board meetings, and the management awards them with prizes and highlights.

Career Development Communication

Each year, the Human Resources Department organizes career development discussions between employees and their supervisors to understand employees' career development intentions and needs, providing career development advice and resource support to help employees formulate personal career development plans.

Performance Interview

The performance interview is conducted once a year to facilitate in-depth communication regarding the performance evaluation results.

CEO Mailbox

We routinely collects employee suggestions, with a dedicated person responsible for management and submission to the CEO for review. Employees are encouraged to express their opinions on various aspects, including company strategy, management processes, and work experience.

Internal Complaint Email

We establish a dedicated internal complaint email address where employees can send emails anonymously or with their real names, detailing the complaint issues, relevant evidence, and desired solutions.

CEO Lunch

We regularly organize CEO Lunches every month to listen to employees' thoughts, promptly respond to and address issues that can be resolved on the spot, and record issues that require further investigation to provide feedback on the resolution within a specified timeframe.

DualityBio Employee Communication Channels

To further deepen employee care and enhance the organizational level of rights protection, we are continuously improving the system of Party organizations, mass organizations, and trade unions covering the entire Company. We are committed to safeguarding the rights and interests of specific groups, including R&D personnel, management staff, and female employees, while advancing our employee communication and grievance mechanisms toward greater professionalism and warmth.

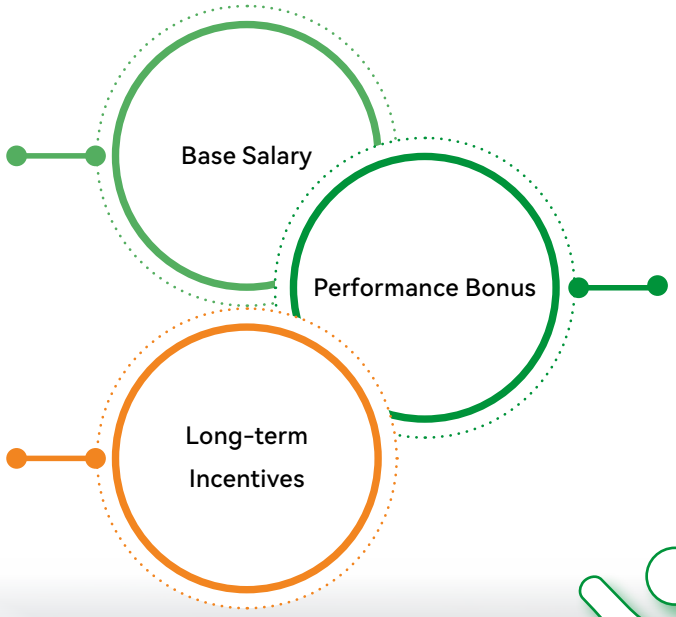
DualityBio places high importance on employee work experience and feedback. We conduct employee satisfaction surveys annually. This year's survey gathered authentic feedback from employees regarding the work environment, operational management, career development, and organizational culture. Based on these insights, we identified areas for improvement, actively addressed employee concerns, and promoted a closed-loop management improvement process.

Remuneration and Benefits

DualityBio adheres to the principles of fairness and scientific rigor by establishing an internally oriented value-based distribution system, committing to providing employees with competitive compensation packages. We have established a three-in-one compensation structure comprising "base salary + performance bonus + long-term incentives" to effectively motivate employees and continuously attract, incentivize, and retain talent.

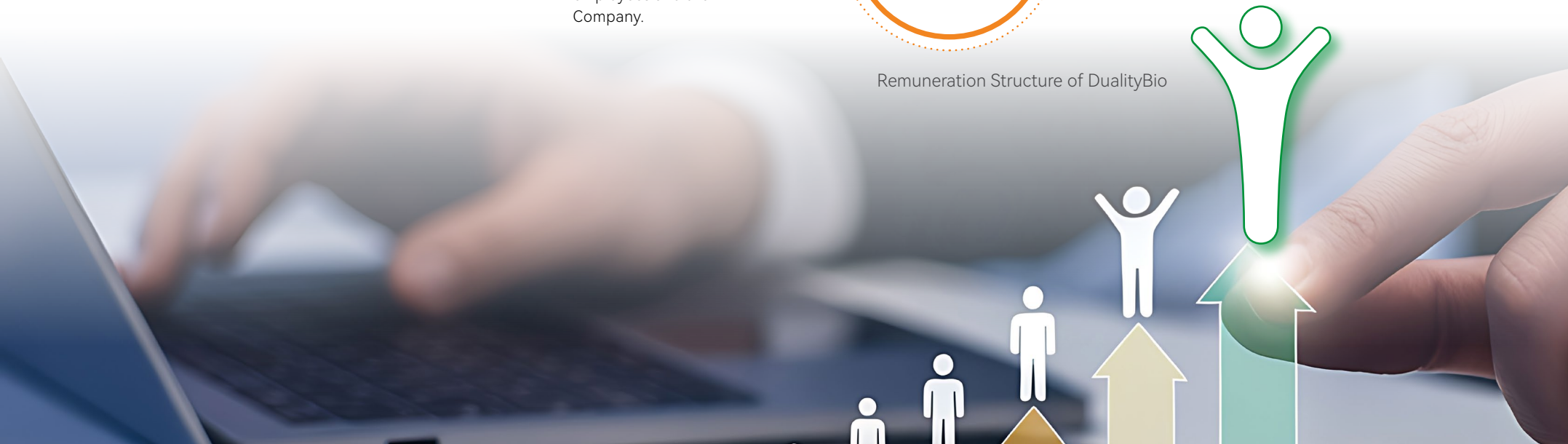
The base salary is determined based on the employee's position, experience, skills, and market level, with regular remuneration reviews and adjustments.

The Company provides equity incentives for core employees and the executive team to promote mutual growth between employees and the Company.

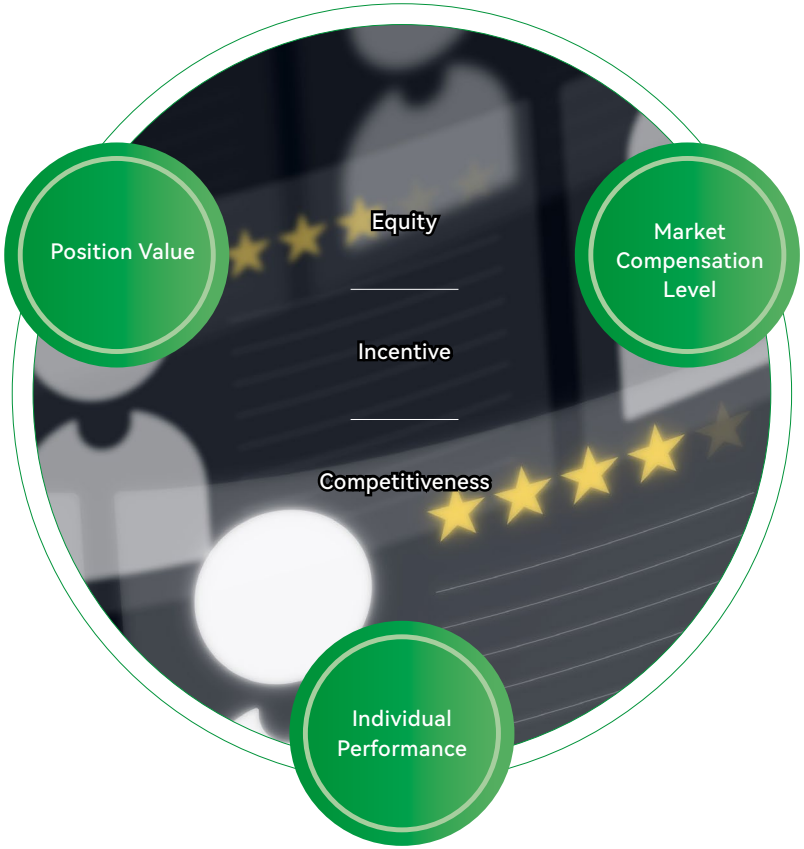


Annual performance bonuses are awarded based on the Company's overall performance and individual performance, incentivizing employees to achieve their goals.

Remuneration Structure of DualityBio

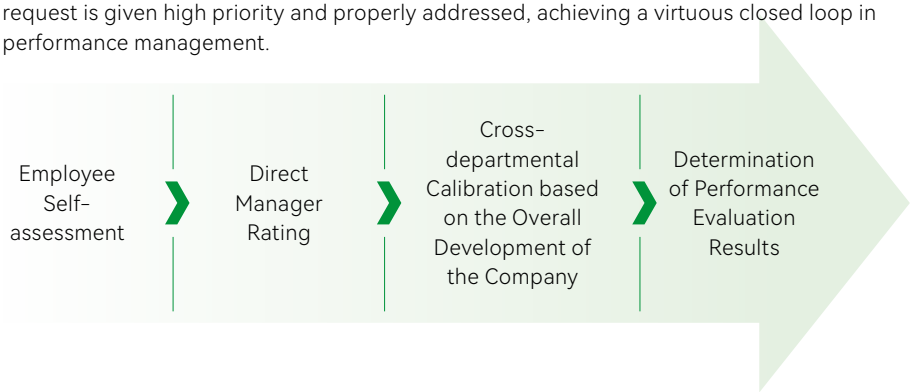


Our compensation evaluation system is grounded in position value, individual performance, and market compensation level. These factors directly inform annual salary adjustments and year-end bonus allocations, ensuring a unified approach that integrates pay equity, incentive effectiveness, and competitiveness.



DualityBio Compensation Evaluation System

DualityBio is committed to refining its digital performance management mechanism. Based on the integrated performance management system (I-Talent), the Company has established a one-stop platform covering performance goal setting, process tracking, and result feedback to empower employees to manage their own performance. The Company implements a combined model of "quarterly and annual evaluation" to balance short-term results with long-term contributions, conducting multi-dimensional evaluations of employee performance. If employees have objections to the assessment results, they may submit appeals or feedback through formal channels. The Company ensures that every request is given high priority and properly addressed, achieving a virtuous closed loop in performance management.



Annual Performance Appraisal Process

We share development achievements with employees to foster collaborative growth between staff and the Company, continuously creating long-term value. During the Reporting Period, the coverage of employee stock incentive plans for company employees increased to 54.85%.

At the same time, DualityBio has established a comprehensive and resilient benefits system to support employees in achieving a healthy work-life balance. We fully respect the cultural customs, laws and regulations, as well as diverse employee needs across all global operating locations. Accordingly, we have designed and implemented a diversified leave and benefits program tailored to local conditions, covering maternity leave, prenatal leave, lactation leave, parental leave, and child care leave. Each female employee is entitled to maternity leave of 98 days or more, while male employees may take paternity leave of 15 days or more upon presentation of their spouse's childbirth certification. These provisions ensure that the policy maintains both regional applicability and market competitiveness.

Occupational Health and Safety

DualityBio regards occupational health and safety as the lifeline of corporate development. We uphold the safety principle of "prevention first and responsibility paramount" by systematically advancing the full-chain upgrade of safety and health management through institutional development, training and education, and facility optimization. Through concrete actions, we safeguard employee safety, while fostering a healthy and orderly work environment grounded in humanistic care.

Workplace Safety

DualityBio strictly complies with all applicable laws and regulations. Based on these requirements, the Company has established internal policy documents, including the *Biosafety Manual* to provide a clear basis for executing safety management activities. Through institutionalized management requirements, we ensure that safety responsibilities are implemented at every level and safety standards are integrated throughout.

We regularly conduct safety hazard inspections and implement a tiered handling mechanism based on the difficulty of rectification, establishing a closed-loop management process from inspection and assessment to governance. Through continuous risk identification and dynamic monitoring, we ensure that all safety hazards are addressed in a timely and effective manner, thereby shifting the focus of accident prevention to an earlier stage.

Key Areas for Hazard Identification

The Company has established a comprehensive safety training system covering all employees. This system includes multi-level content such as safety orientation for new hires, periodic training for current staff, and specialized training for roles with specific requirements. We strictly implement a three-level safety education and training system and regularly organize emergency drills to effectively strengthen employees' safety awareness and risk response capabilities. This ensures that every employee can work in a safe environment and respond calmly during emergencies.

CASE

Emergency Drill for Production Safety Accidents

To enhance employees' awareness of safe production and emergency response capabilities, the Company conducted a comprehensive emergency drill for production safety accidents on June 25, 2025. This drill strictly simulated real-world scenarios, including fire emergency evacuation, on-site casualty rescue, and practical training with firefighting equipment. It comprehensively assessed employees' emergency response capabilities and self-rescue and mutual aid skills.

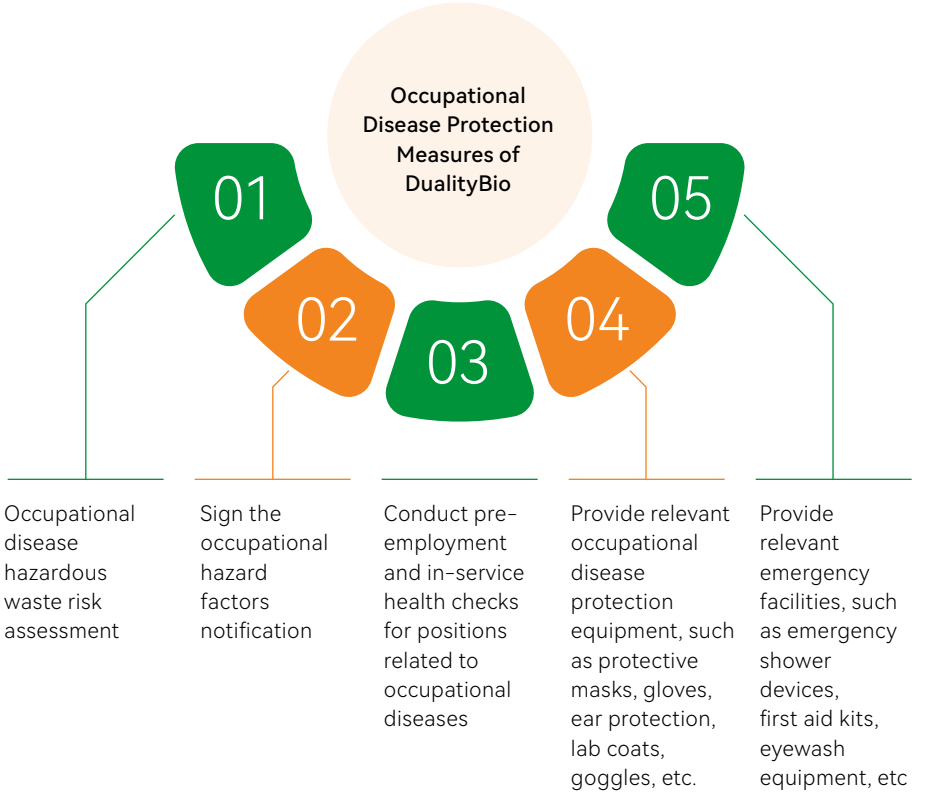
CASE

Microbial Leak Emergency Drill

On June 27, 2025, the Company conducted a drill for microbial leakage emergency response. This drill simulated the accidental overturning of a hazardous microbial culture bottle. It focused on key procedures including the standardized donning of protective suits, evacuation of on-site personnel, containment of leaked substances, proper cleanup of contaminants, and environmental disinfection. All staff members of the biological laboratory participated in the drill. This practical drill further enhanced the emergency response capabilities and standardized operational proficiency of relevant personnel, while strengthening awareness of biosafety prevention in the laboratory.

Occupational Health

DualityBio prioritizes the safety and health of all employees, ensuring the protection of their physical and mental well-being rights. To address occupational disease risks faced by employees, the Company actively deploys and continuously optimizes management measures. It aims to build a comprehensive occupational health management mechanism involving all staff through source prevention, process control, and awareness enhancement.



Over the past three years, DualityBio recorded no work-related injuries or fatalities, maintaining a strong safety record.

05
Society

DualityBio actively fulfills its social responsibilities and is committed to building a sustainable supply chain system to support inclusive healthcare, thereby improving patients access to advanced treatment technologies and solutions. At the same time, we promote industry-wide progress through continuous innovation, open collaboration, and knowledge sharing, thereby enhancing the overall service capacity and accessibility of healthcare systems.

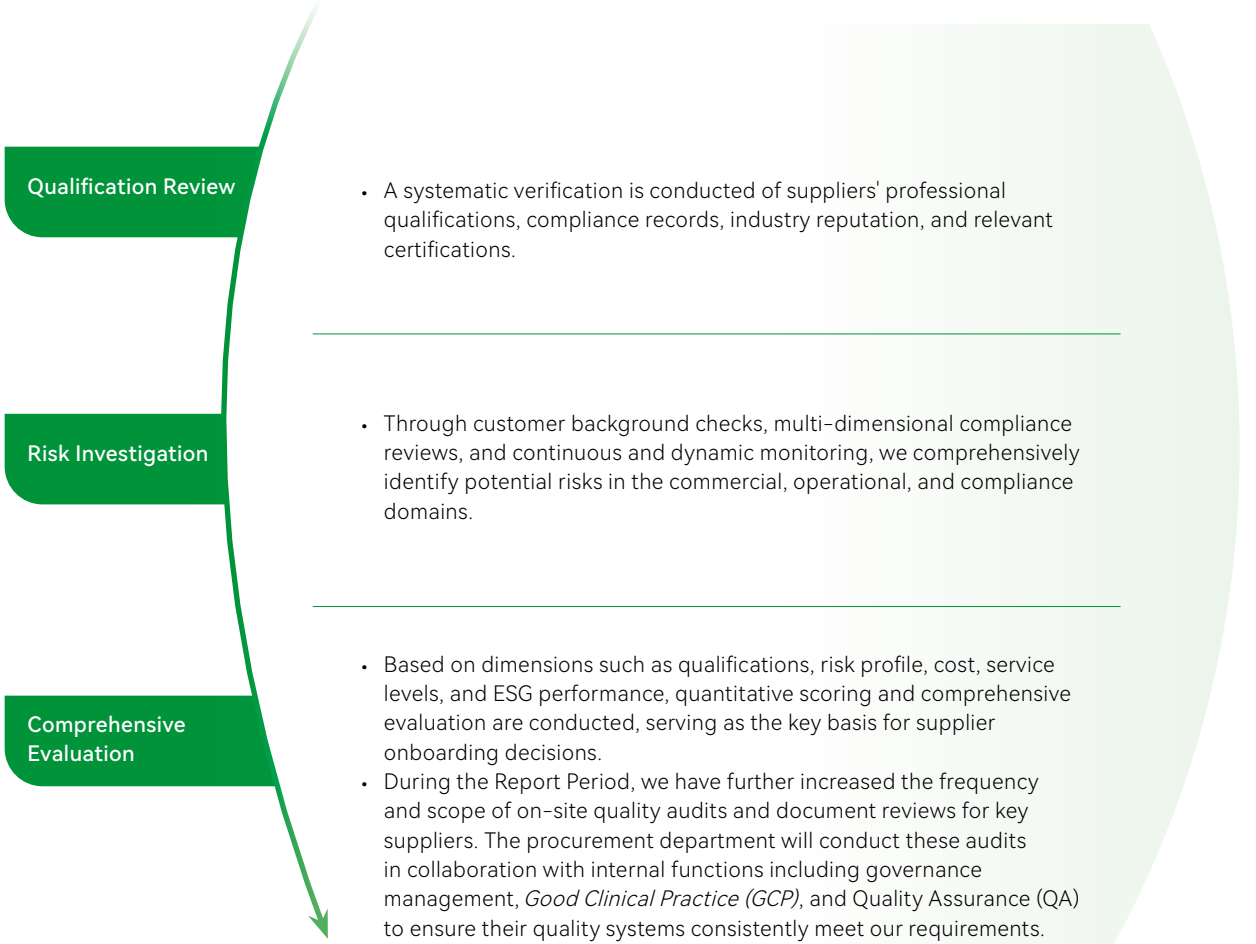
Sustainable Supply Chain

Supplier Management

To build a responsible and sustainable supply chain, DualityBio has established a systematic *Supplier Management System* that defines comprehensive standards for the entire process of supplier onboarding, performance evaluation, and dynamic supplier replacement. Through our digital procurement management platform, we have implemented standardized digital workflows for supplier qualification review, contract approval, and full lifecycle management. This system not only ensures internal procurement compliance but also drives collaborative development among suppliers through continuous assessment, jointly enhancing the ESG governance level of the industrial chain.

Building on this foundation, we implement a tiered management system for suppliers based on business categories, including clinical development, early-stage research, CMC, and commercial operations. This system establishes differentiated access standards, assessment frequencies, and management intensities based on the risk characteristics of different business processes, technical complexity, and the degree of impact on product quality. This approach aims to achieve more precise, efficient, and resource-optimized supply chain risk management.

During the supplier selection phase, the Company established a multi-dimensional assessment system to evaluate suppliers through three steps: qualification review, risk due diligence, and comprehensive evaluation.



Supplier Onboarding and Evaluation

Dynamic Supplier Assessment

For core service suppliers (e.g., CRO/CDMO), the Company has established a systematic annual performance evaluation mechanism to comprehensively assess their service quality through multi-dimensional quantitative indicators. This assessment is conducted jointly by the business unit and the Quality Assurance (QA) team through an audit. Based on the assessment results, improvement requirements are established or decisions on supplier removal are made. Additionally, the QA department leads the new supplier onboarding audit and collaborates with business units to initiate temporary assessments when existing suppliers underperform, thereby enabling dynamic management of supplier performance.

Supplier Capability Enhancement

The Company regularly organizes supplier communication meetings, specialized training sessions, and on-site audits to share industry standards, technical specifications, and corporate strategic requirements. Through project kick-off meetings and other formats, the Company delivers targeted training focused on clinical projects and CMO production activities. These initiatives facilitate in-depth communication and collaboration between suppliers and business colleagues, continuously driving improvements in supplier service capabilities.

Dual Procurement Mechanism

For key projects characterized by long supply cycles, high operational risks, or the involvement of imported equipment, the Company has established a dual-track mechanism comprising 'primary suppliers' and 'backup suppliers'. Suppliers are required to submit corresponding emergency management plans to mitigate the impact of sudden risks on business continuity, thereby ensuring the stability and security of the supply chain.

Supplier Assessment

Sustainable Procurement

DualityBio has fully integrated ESG principles into its supply chain management system. This initiative has systematically enhanced the supply chain's resilience against risks while actively assisting suppliers in improving their quality and management standards to jointly build a sustainable and responsible supply ecosystem. The Company works with suppliers to advance sustainable development objectives. Contracts explicitly require suppliers to strictly adhere to principles such as anti-commercial bribery, confidentiality agreements, and avoidance of conflicts of interest, thereby ensuring enforceable compliance obligations.

Under this framework, DualityBio has formally incorporated key ESG issues such as anti-corruption and data security into supplier assessment criteria. Through regularly organized compliance training sessions, the Company continues to guide suppliers in strengthening their sense of responsibility and management capabilities. These initiatives have laid a solid foundation for establishing a systematic and deeply integrated ESG supply chain management system.

To continuously enhance the compliance of procurement processes, during the Reporting Period, the Company's Compliance Department collaborated with the Procurement and Finance Departments to conduct a special review. This initiative systematically evaluated the compliance design of existing supplier management, approval, and payment processes. By leveraging data analysis and public information screening, potential supplier risks were screened. Additionally, key transaction documents were sampled for review to verify their authenticity and approval compliance. Work is currently ongoing, and no major systemic or substantive issues have been identified to date. We will drive improvements based on the identified improvement opportunities and are committed to establishing a regular dynamic assessment mechanism for supplier compliance risks. Ethical and compliance requirements will be deeply embedded throughout the entire supplier lifecycle to continuously build a responsible and sustainable supply chain system.

Looking ahead, starting from 2026, we will mandate the integration of data and services provided by top-tier global databases and supplier management service providers into the onboarding process for all new suppliers. Additionally, we will establish a risk tracing mechanism to conduct retrospective reviews of historically high-risk suppliers, thereby achieving dynamic closed-loop management of supply chain risks.

Inclusive Healthcare

As an innovation-driven biopharmaceutical enterprise, we are committed to improving accsee to healthcare. In support of the United Nations Sustainable Development Goal on "Good Health and Well-being", we undertake forward-looking analyses of reimbursement access and diversified payment models, in coordination with our product commercialization timelines, therapeutic area strategies, and patient affordability considerations. This approach is designed to facilitate broader and sustainable access to innovative therapies once the requisite conditions have been established.

We remain committed to a patient-centric approach by continuously expanding access pathways for pharmaceuticals. We collaborate with medical institutions and public welfare organizations to conduct free clinics and health education initiatives, while proactively conducting research and preparations for future reimbursement eligibility. Through these efforts, we aim to enable more patients to access life-saving medications in a timely manner, contributing to healthier and more dignified lives.

CASE

DualityBio participated in the "One Egg Walk" charity hiking event

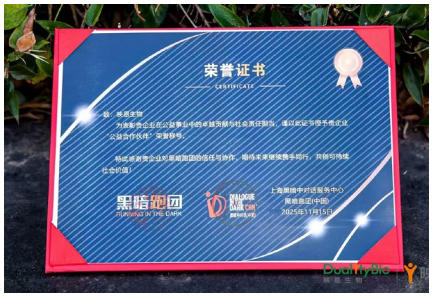
DualityBio dispatched four corporate teams to support the 15th "One Egg Walk" charity hiking event launched by Shanghai Lianquan Public Welfare Foundation in 2025. The funds raised during this event will be allocated to support various initiatives focused on improving child nutrition, enhancing education, and promoting mental health, thereby making a tangible contribution to the holistic physical and psychological development of children.

Event Site

CASE

Public welfare activity: Accompanying visually and hearing impaired individuals in running and hiking

DualityBio co-organized a public welfare event with Dark Run Club on November 15, 2025, themed "Running and Hiking with Visually and Hearing-Impaired Individuals." Through sports, the Company promoted inclusive integration and conveyed warm care, actively fulfilling its corporate social responsibility.



Event Site

Appendix I: Key Performance Table

Environmental Performance Table

Indicator	Unit	2024	2025
Greenhouse Gas Emissions[11]			
Total GHG emissions (Scope 1 & Scope 2)	tCO_2e	350.45	802.18
GHG emissions Intensity	tCO_2e/RMB million	0.18	0.43
Direct GHG emissions (Scope 1)	tCO_2e	/	/
Indirect GHG emissions (Scope 2)	tCO_2e	350.45	802.18
Greenhouse Gas Emissions (Scope 3)	tCO_2e	/	87,948.82
Waste			
Hazardous Waste[12]			
Hazardous waste transferred	ton	1.96	1.02
Hazardous waste intensity	ton/RMB million	0.0010	0.0005
Non-hazardous Waste[13]			
Water Consumption			
Total Water Consumption	ton	1,019.30	395.6
Total Water Indensity	ton/RMB million	0.53	0.21

[11] In the course of its business operations during the fiscal year 2024, the Group did not generate Scope 1 greenhouse gas (GHG) emissions. GHG emissions originated solely from Scope 2 emissions resulting from the consumption of purchased electricity. The calculation of Scope 2 emissions was based on the national average carbon dioxide emission factor for electricity (0.5366 $kgCO_2/kWh$), as published in the Announcement on the Release of the 2022 Carbon Dioxide Emission Factors for Electricity by the Ministry of Ecology and Environment.

[12] Categories of hazardous waste include used rubber gloves, discarded hoses, spent centrifuge tubes, used filters, disposable protective clothing, ultrafiltration membranes, raw liquid impurities, filter cartridges, used activated carbon, organic substances, etc.

[13] Harmless waste is collected and processed centrally by the industrial park. No relevant data is currently available.

Indicator	Unit	2024	2025
Energy Consumption[14]			
Direct energy consumption[15]			
Indirect energy consumption			
Purchased electricity	10,000 kWh	65.31	137.91
Comprehensive energy consumption			
Comprehensive energy consumption (Direct)	tce	0	0
Comprehensive energy consumption (Indirect)	tce	80.27	169.49
Total comprehensive energy consumption	tce	80.27	169.49
Comprehensive energy consumption intensity	tce/RMB million	0.04	0.09

[14] Energy consumption accounting at our China operations is conducted in accordance with the "General Principles for Calculation of Comprehensive Energy Consumption" (GB2589-2020), issued by the State Administration for Market Regulation and the Standardization Administration of China.

[15] Due to the Company's commercialization process, emissions and energy consumption are concentrated in laboratories rather than factories; therefore, direct energy consumption is not currently involved.

Social Performance Table

Indicator	Unit	2024	2025
Supply chain management			
Total Number of Suppliers	/	1,102	1,180
Number of suppliers by geographic region			
Mainland China	/	828	882
Other regions (including China's Hong Kong, Macao, and Taiwan)	/	274	298
Employment			
Total number of employees	Person	173	231
Number of employees by employment type			
Total number of full-time employees	Person	163	217
Total number of part-time employees	Person	0	0
Contract personnel	Person	7	13
Volunteer worker	Person	0	0
Intern	Person	3	1
Number of employees by region			
Mainland China	Person	149	201
China's Hong Kong, Macao, and Taiwan	Person	1	2
Overseas regions	Person	23	28
Number of employees by gender			
Male Employees	Person	68	94
Female Employees	Person	105	137
Number of employees by age			
< 30	Person	15	25
30 – 50	Person	148	188
> 50	Person	10	18
Number of employees by rank			
Senior management	Person	13	13
Middle management	Person	49	58
General employees	Person	111	160

Indicator	Unit	2024	2025
Employee turnover[16]			
Total turnover rate	%	8.2	8.0
By gender			
Male employees	%	1.2	6.9
Female employees	%	7.1	8.7
By age			
< 30	%	1.2	0.0
30 – 50	%	7.1	6.5
> 50	%	0.0	25.0
By region			
Mainland China	%	5.9	7.8
China's Hong Kong, Macao, and Taiwan	%	0.0	0.0
Overseas regions	%	2.4	18.0
Health and safety			
Number of work-related fatalities	Person	0	0
Rate of work-related fatalities	%	0	0
Lost days due to work injury	day	0	0
Number of contractor fatalities due to work injury	Person	0	0
Rate of contractor fatalities due to work injury	%	0	0
Training and development			
Percentage of employees trained	%	100	100
Percentage of employees trained by gender			
Male employees	%	39.3	40.7
Female employees	%	60.7	59.3
Percentage of employees trained by rank			
Senior management	%	7.5	5.6
Middle management	%	28.3	25.1
General employees	%	64.2	69.3
Number of training hours per employee	hour	15	15

[16] The turnover rate calculation excludes interns.

Indicator	Unit	2024	2025
Average training hours by gender			
Male employees	hour	15	15
Female employees	hour	15	15
Average training hours by rank			
Senior management	hour	15	15
Middle management	hour	15	15
General employees	hour	15	15
Product quality and service			
Number of batches of product recalls	/	0	0
Percentage of product recalls	%	0	0
Number of customer complaints	/	0	0
Intellectual property rights			
Number of registered trademarks	/	54	79
Number of valid patents owned	/	39	15
Social welfare			
Charitable donations	RMB million	3.08[17]	0.18

[17] As this is the first publication of the Duality Biologics (Suzhou) Co., Ltd. Environmental, Social, and Governance Report, the cutoff date for charitable donation data is April 30, 2025.

Governance Performance Table

Indicator	Unit	2024	2025
Business ethics and anti-Corruption			
Total anti-corruption training hours of directors	hour	1	
Total director enrollments in anti-corruption training	/	3	
Total anti-corruption training hours of employees	hour	1	
Total employee enrollments in anti-corruption training	/	110	
Number of internal violations related to corruption or bribery	/	0	0
Number of internal violations related to discrimination or harassment	/	0	0
Number of internal breaches related to customer privacy data breaches	/	0	0
Number of internal violations related to conflict of interest	/	0	0
Number of internal violations related to money-laundering or insider trading	/	0	0
Environmental violations			
Number of administrative penalties or lawsuits due to violations of environmental or ecological laws/regulations		0	0
Amount of fines imposed for violations of environmental or ecological laws/regulations	RMB million	0	0

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Environmental			
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. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	3.1 Climate Change Response 3.4 Emission Management
	A1.1	The types of emissions and respective emissions data.	Appendix 1: Key Performance Table
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Table
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Not applicable
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	3.1 Climate Change Response 3.4 Emission Management
	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.	3.4 Emission Management
A2: Resource Usage	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	3.1 Climate Change Response 3.3 Resource Management
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Table
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Appendix 1: Key Performance Table
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	3.1 Climate Change Response
	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.	3.3 Resource Management
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not Applicable. Due to our current commercialization progress, emissions or energy consumption are primarily concentrated in laboratories rather than factories. Therefore, we currently do not have such types of emissions.
A3: Environment and Natural Resources	General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	3.2 Environmental Management
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Not applicable

Environmental, Social and Governance Scope and General Disclosure and Key Performance Indicators (KPIs)			Index
Social			
B1: Employment	General Disclosure	Information on: the policies; and 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.	4.1 Employee Attraction and Inclusion
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Appendix 1: Key Performance Table
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix 1: Key Performance Table
B2: Health and Safety	General Disclosure	Information on: the policies; and 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.	4.4 Occupational Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Appendix 1: Key Performance Table
	B2.2	Lost days due to work injury.	Appendix 1: Key Performance Table
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	4.4 Occupational Health and Safety
B3: Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer	4.2 Employee Training and Development
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Appendix 1: Key Performance Table
	B3.2	The average training hours completed per employee by gender and employee category.	Appendix 1: Key Performance Table
B4: Labor 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 and forced labor.	4.1 Employee Attraction and Inclusion
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	4.1 Employee Attraction and Inclusion
	B4.2	Description of steps taken to eliminate such practices when discovered.	4.1 Employee Attraction and Inclusion
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	5.1 Sustainable Supply Chain
	B5.1	Number of suppliers by geographical region.	Appendix 1: Key Performance Table
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	5.1 Sustainable Supply Chain
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	5.1 Sustainable Supply Chain
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	5.1 Sustainable Supply Chain
B6: Product Liability	General Disclosure	Information on: the policies; and 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.	2.1 Quality Management
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Appendix 1: Key Performance Table
	B6.2	Number of products and service related complaints received and how they are dealt with.	Appendix 1: Key Performance Table
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.2 R&D Innovation
	B6.4	Description of quality assurance process and recall procedures.	2.1 Quality Management
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	2.1 Quality Management

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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.	1.1 Responsible Governance
	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.	During the Reporting Period, the Company was not involved in any legal proceedings concerning bribery, monopoly, extortion, blackmail, fraud, or money laundering that had a material impact on the Company, nor were there any concluded legal cases regarding corrupt practices brought against the issuer or its employees.
	B7.2	Description of preventive measures and whistle blowing procedures, and how they are implemented and monitored.	1.1 Responsible Governance
	B7.3	Description of anti-corruption training provided to directors and staff.	1.1 Responsible Governance
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.	5.2 Inclusive Healthcare
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	5.2 Inclusive Healthcare
	B8.2	Resources contributed (e.g. money or time) to the focus area.	5.2 Inclusive Healthcare
D. Climate-related Disclosures			
(I) Governance	1. An issuer shall disclose information about: (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:		
	(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;		3.1 Climate Change Response Appendix I: Key Performance Table
	(ii) how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;		
	(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer's strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;		
	(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 19 to 22), including whether and how related performance metrics are included in remuneration policies (see paragraph 17); and		
	(b) management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:		
	(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and		3.1 Climate Change Response Appendix I: Key Performance Table
	(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.		

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(II) Strategy	**Climate-related risks and opportunities** 2. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
	(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer's cash flows, its access to finance or cost of capital over the short, medium or long term;	3.1 Climate Change Response
	(b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;	
	(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	
	(d) explain how the issuer defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	
	Business model and value chain 3. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain. Specifically, the issuer shall disclose:	
	(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and	3.1 Climate Change Response
	(b) a description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	
	Strategy and decision-making 4. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
	(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	
	(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;	3.1 Climate Change Response
	(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);	
	(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and	
	(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 19 to 22; and	
	(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 4(a).	
	5. An issuer shall disclose information about the progress of plans disclosed in previous Reporting Periods in accordance with paragraph 4(a).	
	Financial position, financial performance and cash flows **Current financial effect** 6. An issuer shall disclose qualitative and quantitative information about:	
	(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the Reporting Period; and	3.1 Climate Change Response
	(b) the climate-related risks and opportunities identified in paragraph 6(a) for which there is a significant risk of a material adjustment within the next annual Reporting Period to the carrying amounts of assets and liabilities reported in the related financial statements.	

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(II) Strategy	**Financial position, financial performance and cash flows** **Anticipated financial effect** 7. The issuer shall provide qualitative and quantitative disclosures about: (a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans; and (ii) its planned sources of funding to implement its strategy; and (b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	3.1 Climate Change Response
	Climate resilience 8. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose: (a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of: (i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis; (ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and (iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term; (b) how and when the climate-related scenario analysis was carried out, including: information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis); (ii) the key assumptions the issuer made in the analysis; and (iii) the Reporting Period in which the climate-related scenario analysis was carried out.	The Company has not yet conducted a systematic climate scenario analysis. Going forward, when conditions are appropriate, the Company plans to gradually introduce a combination of qualitative and quantitative scenario analysis approaches, with reference to industry practices, to assess the potential impacts of different climate scenarios on its operations and business development.

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(III) Risk Management	9. An issuer shall disclose information about:	
	(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	
	(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	3.1 Climate Change Response
	(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	
	(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	
	(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	
	(v) how the issuer monitors climate-related risks; and	
	(vi) whether and how the issuer has changed the processes it uses compared with the previous Reporting Period;	
	(b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	
	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	
(IV) Metrics and Targets	**Greenhouse gas emissions** 10. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the Reporting Period, expressed as metric tons of CO_2 equivalent, classified as:	
	(a) Scope 1 greenhouse gas emissions;	3.1 Climate Change Response Appendix I: Key Performance Table
	(b) Scope 2 greenhouse gas emissions; and	
	(c) Scope 3 greenhouse gas emissions.	
	11. An issuer shall:(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	
	(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
	(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	3.1 Climate Change Response Appendix I: Key Performance Table
	(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	
	(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the Reporting Period and the reasons for those changes;	
	(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 10(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and	
	(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 10(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	
(IV) Metrics and Targets	**Climate-related transition risks** 12. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	Given the Company's business characteristics of focusing on drug research and development and not involving high energy-consuming or high-emission production activities, no climate-related transition risks with a material impact on the Company's assets or operations were identified during the Reporting Period, and no quantitative assessment of related financial impacts was conducted. Going forward, the Company will progressively enhance relevant assessment and disclosure practices in line with its business development and regulatory requirements.

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(IV) Metrics and Targets	**Climate-related physical risks** 13. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	Given the Company's business characteristics of focusing on drug research and development and not involving high energy-consuming or high-emission production activities, no climate-related transition risks with a material impact on the Company's assets or operations were identified during the Reporting Period, and no quantitative assessment of related financial impacts was conducted. Going forward, the Company will progressively enhance relevant assessment and disclosure practices in line with its business development and regulatory requirements.
	Climate-related opportunities 14. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	Given the Company's current business model and stage of development, the impacts of climate-related opportunities on its assets or operations have not yet reached a quantifiable scale, and therefore no financial disclosure was made during the Reporting Period. The Company will continue to monitor potential development opportunities arising from the low-carbon transition and will progressively enhance relevant assessment and disclosure.
	Capital deployment 15. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	During the Reporting Period, the Company did not undertake dedicated capital expenditures or independent financing arrangements specifically for climate-related risks and opportunities, and therefore no related financial disclosures were made. Going forward, the Company will, in line with the progress of its climate management efforts, gradually explore relevant investment and disclosure mechanisms.
	Internal carbon prices 16. An issuer shall disclose:	
	(a) an explanation of whether and how the issuer is applying a carbon price in decision making (for example, investment decisions, transfer pricing, and scenario analysis); and	The Company has not yet established an internal carbon pricing mechanism. Going forward, the Company will assess the applicability of such a mechanism in light of relevant national policies and industrydevelopments.
	(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	
	Remuneration 17. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 1(a)(iv).	The Company has not yet incorporated climate-related factors into its remuneration and incentive policies. Going forward, the Company will progressively assess the feasibility of integrating relevant indicators into performance evaluation, in line with the advancement of its sustainability strategy.
	Industry-based metrics 18. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	3.1 Climate Change Response

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(IV) Metrics and Targets	**Climate-related targets** 19. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	
	(a) the metric used to set the target;	3.1 Climate Change Response
	(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	
	(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	
	(d) the period over which the target applies;	
	(e) the base period from which progress is measured;	
	(f) milestones or interim targets (if any);	
	(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and	
	(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	
	20. An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:	
	(a) whether the target and the methodology for setting the target has been validated by a third party;	3.1 Climate Change Response
	(b) the issuer's processes for reviewing the target;	
	(c) the metrics used to monitor progress towards reaching the target; and	
	(d) any revisions to the target and an explanation for those revisions.	
	21. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	
	22. For each greenhouse gas emissions target disclosed in accordance with paragraphs 19 to 21, an issuer shall disclose:	
	(a) which greenhouse gases are covered by the target;	The Company's current greenhouse gas emissions target is a principle-based management target, focusing on the control of carbon emissions intensity. It does not involve commitments related to absolute emissions reduction or net-zero emissions, nor is it based on any specific industry decarbonization pathway models. Going forward, the Company will progressively refine its target framework in line with its business development and climate management efforts.
	(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	
	(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	
	(d) whether the target was derived using a sectoral decarbonisation approach; and	
	(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	
	(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	The Company has not currently established a net greenhouse gas emissions target, nor has it put in place arrangements to achieve emissions reduction targets through carbon credit offsets. Accordingly, no activities have been undertaken in relation to the use, certification, or categorization of carbon credits. The Company will continue to monitor relevant mechanisms in line with the development of its climate management objectives.
	(ii) which third-party scheme(s) will verify or certify the carbon credits;	
	(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
	(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	
	Applicability of cross-industry metrics and industry-based metrics 23. In preparing disclosures to meet the requirements in paragraphs 3 to 8 and 19 to 20, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 10 to 17) and (ii) industry-based metrics (see paragraph 18).	Not applicable

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