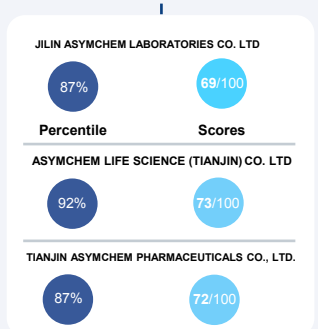
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# 2025 Environmental, Social and Governance ("ESG")



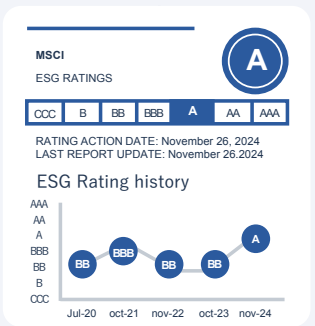
# ESG Performance

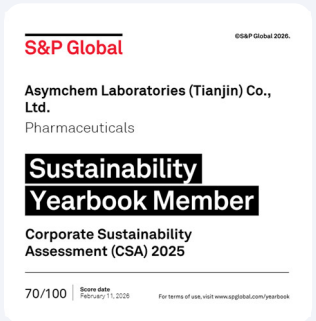
| | | | | | | |
|---|---|---|---|---|---|---|
| “Silver” Medal | AA | A | 70 | Targets Set | Climate Change B | A |
| 3 subsidiaries awarded **Eco Vadis Silver Certification** in 2025 | Top **10** in Pharmaceuticals Ⅲ Score Industry Ranking | Awarded **A** in the MSCI ESG Rating | Selected for the S&P Global Sustainability Yearbook Member and awarded **“Industry Mover”**, **“Top 10% S&P Global CSA Score for Chinese Companies”** | **2 subsidiaries:** SBTi targets validated **Group-level SBTi target:** Committed | **Outperformed** the average levels in Asia and other service sectors | Awarded **A** in the SynTao Green Finance ESG Rating |

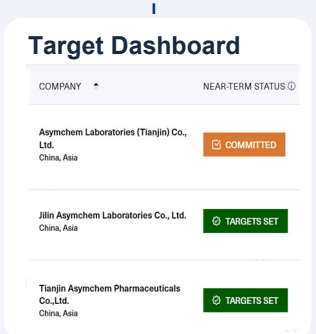















The 2025 Environmental, Social and Governance (ESG) Report of Asymchem has completed the independent third-party verification

# E Environmental

**"Green for the Future" Development Concept:**
Covering Multiple Patents and Leveraging **Continuous Flow Technology, Enzyme Catalysis** and **Continuous Biosynthesis** Technology to Optimize Production Process and Practice Green Chemistry

## 7 经济适用的清洁能源

**16.6%** ↓
2025 vs. 2023
Energy Consumption in Small Molecules Production Output

**111.1%** ↑
2025
Utilization of Renewable Energy

- Extensive use of variable-frequency electrical equipment and automated control systems
- Adopted intelligent temperature control system
- Recovered and reused waste heat from steam condensate and recycled cooling capacity from liquid nitrogen system vaporizers
- Implementation of energy-saving retrofits and equipment upgrades, while advancing the construction of photovoltaic power generation systems
- Green energy accounted for 30.58% of total energy consumption in 2025
- Two sites of Asymchem Life Science passed the ISO 50001 Energy Management System Certification

| **139 thousand** | **64.20%** | **42.71%** |
|---|---|---|
| Purchase of the green electricity (MWh) | Green Electricity Ratio Tianjin Site | Green Electricity Ratio Dunhua Site |

## 6 清洁饮水和卫生设施

- Water resource risk level was **"low"**
- Introduced water consumption monitoring system and conducted daily internal monitoring wastewater treatment indicators
- Formulated the ***Environmental Management Policy***, promoted water efficiency and minimized the discharge of pollutants in
- **No** soil pollution incidents occurred and all monitored soil pollutants **complied with relevant standard requirements**
- **Zero landfill** of hazardous waste generated during production
- **No** solid waste pollution incidents occurred
- **No** incident of excessive emission of waste water
- **No** incident of excessive emission of waste gas
- Noise emission **met all regulatory standards**

**30%** ↑
2025
Recyclable Packaging Used in the Transportation and Packaging Process

**10%** ↑
2025
Green Energy Transportation Tools in the Transportation Process

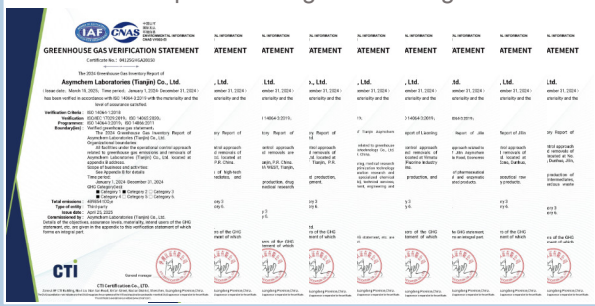
## 13 气候行动

**Carbon Peaking**
Before 2030

**Carbon Neutrality**
Before 2060

**14.6%** ↓
2025 vs. 2024
Scope 1 + Scope 2 Emission Intensity (per unit of revenue) (based on market)

- Conducted **climate physical and transition risk scenario analysis** for the first time
- **First-time disclosure of Scope 3** emissions data in the 2025 ESG Report
- Green flights during business travel accounted for **46.33%** and avoided greenhouse gas emission of **132.39 tonnes of carbon dioxide equivalent**
- Completed the **Product Carbon Footprint ("PCF") calculation** and **Life Cycle Assessment ("LCA")** for a key product
- **9** of the Company's manufacturing subsidiaries conducted inspections of greenhouse gas emission


GREENHOUSE GAS VERIFICATION STATEMENT

## 12 负责任消费和生产

**31.6%** ↓
2025
Intensity of PM Emission

**13.4%** ↓
2025
COD Emissions

- Conducted **2** internal audits on the environmental management system, covering all subsidiaries, and no major deficiencies were found
- Engaged third-party professional institutions to conduct **4** external audits
- Received **26** environmental management audits from customers
- Conducted **over 140** training sessions related to environment and environmental emergency training covered all employees
- **4** subsidiaries passed the ISO 14001 environmental management system certification
- Overall assessment on ecosystem and biodiversity conservation was **"low risk"**


CQM China Quality Mark
Environmental Management System Certificate
Asymchem Laboratories (Tianjin) Co., Ltd.
GB/T 24001-2016/ISO 14001:2015

ISO 14001 Environment Management System Certification

## Customer First

### Production Quality Management




ISO 9001 Quality Management System Certification

**20** Audits by Government Authorities[1]

**Over 240** Quality Audits by Customers

**1** Cross-audits Between Multi-Factories Annually

**Monthly** Plant Internal Audit

**100%** Pass Rate of Government Random Inspections

Completed Official Inspections in a **Single Pass**

- **100%** core business subsidiaries obtained GMP or ISO 9001 quality management system certification
- Conducted **one** mock recall annually, with **no** actual product recalls occurring
- **No** involvement of substances restricted under REACH or SVHC

### Customer Service Management

Awarded "Best Project Partner" by leading pharmaceutical companies

**0** Major customer complaints

**100%** Customer Complaints Handled in a Timely and Effective Manner

## Employee Orientation

**4** Internal Audits of HR Management System

**7** External Audits of HR Management System

**95%** Employee Satisfaction Survey Coverage Rate

### Diversity, Equality and Inclusiveness

**18** Countries

**26** Ethnic Minorities

**127** Handicap Employees Recruited

### Care for Employees

- Established **10** employee clubs, covering multiple fields
- Provided support for female employees and organized "family" culture activities
- Regular physical examinations, supplementary medical insurance and serious illnesses assistance programs covering all staff
- Implemented the **A & H Share restricted share incentive schemes** and the **A Share ESOP**



## Community Contribution

### Social Welfare

2022-2025 Donation: RMB**658** Million

2022-2025 Scholarships: **20**

2022-2025 Voluntary Activities: **1,470** Employees Participated

- **Awarded the "Outstanding Social Contribution Award"** by the Tianjin Economic-Technological Development Area Committee of the Communist Party of China and the Tianjin Economic-Technological Development Area Administrative Committee
- Organized the **"ESG Practice Seminar in the Pharmaceutical CDMO Industry "**

### Rural Revitalization

- **Supported infrastructure construction:** Advanced the "Roof Tile Replacement Before Winter for Village Residents" project
- **Carried out collaborative assistance:** Dedicated donations for east-west cooperation and support programs, helping partnered regions consolidate poverty alleviation achievements

## Participated in 12 Industry Associations and Over 50 Exhibitions

中国医药企业管理协会 China Pharmaceutical Enterprises Association

CPAPE 中国医药设备工程协会 CHINA PHARMACEUTICAL ASSOCIATION OF PLANT ENGINEERING

中国制药装备行业协会 China Association For Pharmaceutical Equipment

中国化学制药工业协会 China Pharmaceutical Industry Association

PhIRDA 中国医药创新促进会

中国医药保健品进出口商会 服务产业链 | 助力国际化

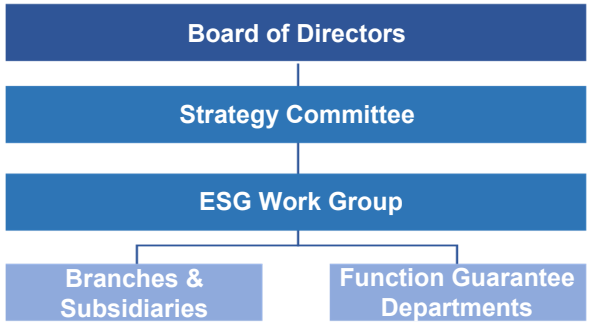
中国化学品安全协会 China Chemical Safety Association

**Note 1:** Official audits by regulatory authorities including the U.S. Food and Drug Administration ("FDA"), Pharmaceuticals and Medical Devices Agency ("PMDA") and National Medical Products Administration ("NMPA")

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# G Governance

## ESG Governance Structure

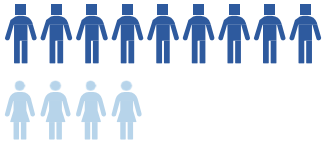



**Three-Tier Governance Structure: Governance, Management, and Execution Teams**

- Top-down risk management framework, with **one** comprehensive risk self-assessment conducted
- Introduction of multiple **"One-vote Veto"** indicators in management KPIs

"failure in key internal or government audits",
"safety incidents", "environmental complaint incidents",
"occupational healthy incidents",
"intellectual property leakage incidents",
"significant audit matters",
"customer complaints" and "quality incidents"

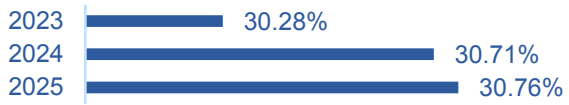
- Systematic revision and improvement of **more than 30** policies and procedures



**Board of Directors "HER" Power**

**9** Directors **4** Female Directors

**Percentage of female employees in management**




## Safety Priority

- **Two subsidiaries** obtained ISO 45001 occupational health and safety management system certification
- Conducted internal audits on the occupational health and safety management system **twice a year**
- Received a total of **26** occupational health and safety management audits from customers and **189** inspections by external supervisory authorities
- **Six rounds** of guidance services and in-depth professional reviews




ISO 45001 Occupational Health and Safety Management System Certification

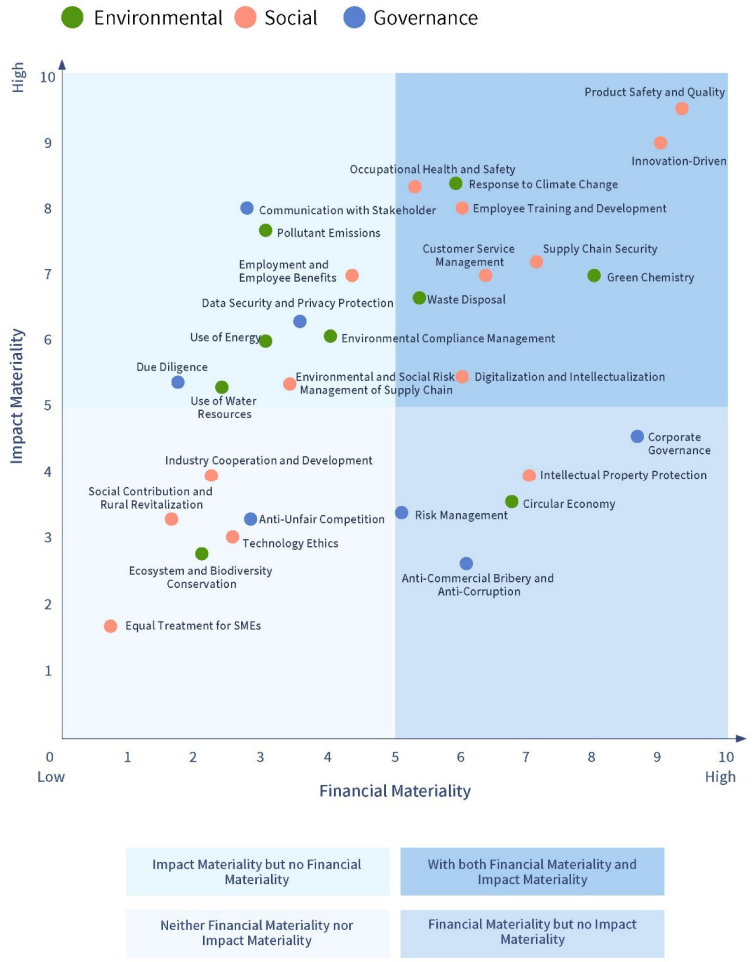



ISO 27001 Information Security Management System Certification

- Routine internal information security audits
- Conducted **24/7** cybersecurity monitoring
- Conducted red team vs. blue team testing annually
- Business continuity strategy and disaster recovery plans are comprehensively reviewed and effectiveness-validated at least **once** per year
- Conducted online and offline cybersecurity awareness training quarterly

- Optimized ***Anti-corruption and Anti-bribery Policy*** and ***Whistleblowing Policy***

**100%** core **business suppliers** Sign *Supplier Code* and *Supplier Integrity Agreement*




Assessed from both **impact materiality** and **financial materiality** perspectives, and identified the **impacts, risks, and opportunities** associated with each issue

**Note 1:** Information presented on this page is extracted from the Company's 2025 ESG Report

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# Thanks!

