

ChemExpress | 2025

Environmental, Social and Governance (ESG) Report



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About the Report

Report Overview

This report is the third annual Environmental, Social, and Governance (ESG) report published by Shanghai Haoyuan ChemExpress Co., Ltd. ("ChemExpress," "the Company," or "we"). It systematically presents the Company's ESG practices and performance during the reporting period. The report covers the full fiscal year from January 1, 2025 to December 31, 2025 ("reporting period"), with some information potentially involving relevant background or continuing content prior to the reporting period.

Reporting Scope

This report covers the Company and its subsidiaries, with a scope consistent with the annual financial report. The data and cases presented are primarily derived from internal statistical records and documentation. The Board confirms that the content of this report is true, accurate, and complete, without any false statements or misleading information.

Preparation Principles

Accuracy

The report ensures the accuracy of information, with quantitative data clearly specifying statistical methods, calculation bases, and assumptions.

Balance

The report discloses information based on facts in a fair manner, and there were no significant negative events that should have been disclosed during the reporting period.

Clarity

The report is published in both Chinese and English. In case of any ambiguity, the Chinese version shall prevail.

Comparability

The report discloses key quantitative indicators and historical data, maintaining consistent statistical standards.

Sustainable Development Context

This report focuses on key sustainability issues of concern to investors and other core stakeholders, highlighting these as disclosure priorities. The analytical framework and specific conclusions for materiality topics are detailed in the "Double Materiality Assessment of Material Topics" section of the report.

Basis for Preparation

- Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)
- Guidance No. 4 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Preparation of Sustainability Report
- Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards)
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Global Compact (UNGC) Ten Principles

Report Assurance

ChemExpress engaged SGS-CSTC China Standards Technical Services Co., Ltd. to conduct an independent assurance of this report. For details, please refer to the appendix "Assurance Statement."



Chairman's Message



“

In 2025, the convergence of technological revolution and industrial transformation continued to accelerate, and sustainable development has become both a global consensus and an unavoidable imperative for corporate survival and growth. At ChemExpress, we firmly believe that only by embedding ESG principles into the highest levels of our corporate strategy and every facet of daily operations can we truly navigate business cycles, maintain resilience amid complexity, and generate lasting value. This year, while the Company achieved steady business growth, the ESG ethos has become deeply woven into the very fabric of ChemExpress, an intrinsic force driving us forward.

In 2025, we continued to refine our three-tier ESG governance structure, comprising the Board, the Board's Strategy Committee, and the ESG Working Group, ensuring seamless alignment between ESG strategy and execution. The Company has steadily advanced the EcoVadis rating, placing among the top 7% of participating organizations globally, an authoritative recognition of our sustainable development management.

”

Responsible Operations Embodied by “ChemExpress Wisdom.”

A rigorous and transparent governance system is the bedrock of sustainable corporate development. We place great importance on board diversity and have successfully completed our board renewal, forming a governance team that balances professional expertise with inclusivity, providing a strong foundation for sound decision-making. In investor relations, we strictly observe disclosure requirements and have formally integrated ESG reporting into our core investor communications. Over the course of the year, we engaged in more than 180 in-depth exchanges with investors, bringing greater transparency to value sharing. In the areas of business ethics and information security, we have maintained a clean compliance record throughout the reporting period and successfully completed the annual surveillance audit for the ISO 27001 Information Security Management System, upholding the highest standards of trust with our partners.

Empowering Customers through the “ChemExpress Solution.”

“Client-Focused, Innovation-Driven” is not merely our slogan, but our guiding conviction. In 2025, we deepened our integrated “product + service” model, with technological innovation at its core. The successful launch of our Chongqing ADC CDMO manufacturing site, which passed EU Qualified Person (QP) audit, marks a significant milestone in our international service capabilities and quality standards, enabling us to deliver end-to-end solutions that meet the highest global benchmarks. We continued to invest ambitiously in R&D, securing 17 patent authorizations during the year and expanding our life science reagent library to approximately 159,000 compounds. Through joint laboratories established with leading institutions such as East China Normal University and Shanghai Jiao Tong University, we are proactively positioning ourselves at the frontier of “AI + biopharmaceuticals,” committed to accelerating global drug discovery so that the benefits of innovation reach patients sooner. Quality is our lifeline, and our consistently high customer satisfaction scores throughout the year stand as the clearest testament to ChemExpress's dual commitment to quality and service.

Demonstrating ChemExpress Capability through Responsibility.

A company's true value lies in what it contributes to society. At ChemExpress, our people are our greatest asset. In 2025, we continued to strengthen our comprehensive, full-cycle training and development system. Programs such as the “ChemExpress Voyage Program” and “ChemExpress Talent Plan” deliver targeted development support for employees at every stage of their careers. We have placed greater emphasis on employee wellbeing and sense of belonging, through family open days, mental health support programs, and dedicated assistance for employees facing hardship — all in pursuit of a work environment that is warm, inclusive, and healthy. We firmly believe that employees who feel cared for are the ones who create the most meaningful impact. Beyond our doors, we actively give back to society: from targeted agricultural procurement that supports rural revitalization, to science outreach programs such as our ongoing “Magic Mini-Classroom” series, ChemExpress is sowing the seeds of scientific curiosity and social care across broader communities, embodying our commitment as a responsible corporate citizen.

Contributing “ChemExpress Value” through Sustainable Development.

Green development is a defining hallmark of ChemExpress's pursuit of high-quality growth. We actively align with China's dual-carbon strategy and have embedded climate change tackling into our core governance agenda. In 2025, we conducted a systematic assessment of climate-related risks and opportunities, integrating energy efficiency and emission-reduction targets into day-to-day management. The rollout of our “Green Office 5S Standards” has embedded resource conservation into our corporate culture. At the technological level, green chemistry has become a genuine competitive advantage. The synergistic application of photochemical and electrocatalytic technologies has enhanced reaction efficiency; innovative enzyme catalysis in chiral synthesis has significantly reduced waste generation; and our resource recovery program for low-concentration bromide-containing wastewater has simultaneously reduced environmental impact and improved economic returns. These efforts reflect ChemExpress's commitment to aligning corporate growth with ecological stewardship.

Looking ahead, ChemExpress will move forward with greater openness and unwavering resolve, working hand in hand with all stakeholders to continuously strengthen ESG governance, deepen innovation, and embrace social responsibility. We are committed to contributing ChemExpress's strength toward building a healthier, greener, and better world.

About ChemExpress

Company Overview

Company Profile

Founded in 2006, Shanghai Haoyuan Chemexpress Co., Ltd. (stock code: 688131) specializes in offering life science reagents and CRO&CDMO services for pharmaceutical and biotech companies, focusing on small molecules, antibodies and new modalities. Our comprehensive platform is engaged in the research and development, manufacturing and supply of regulatory starting materials, novel building blocks, intermediates, reference compounds, biochemical reagents, APIs and drug products. We support our clients' projects from early drug discovery, process development to commercialization.



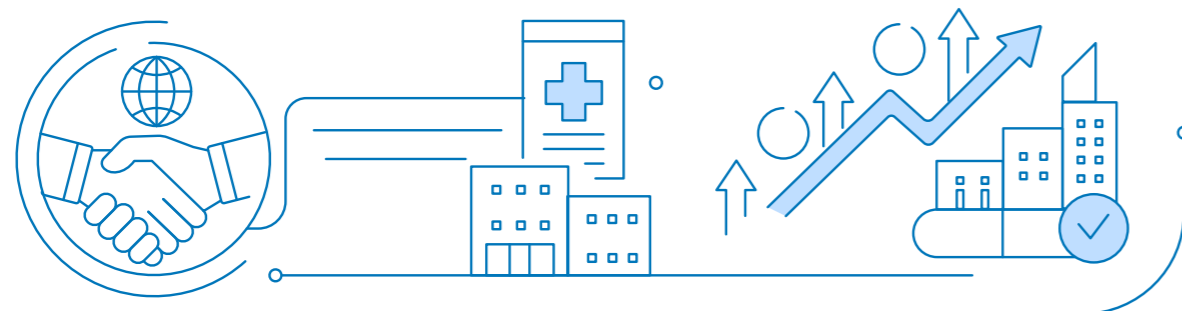
Vision

Our vision is to facilitate the research and development of new therapeutics by our partners with quality products and services based on scientific innovation and technological optimization. By carrying out this vision at every level of our organization, we will be recognized by our employees, customers and shareholders as the best company in the field of life science services, resulting in delivering valuable therapeutics to the patient at a faster rate and lower cost.



Mission

We have been our customers' partner of choice by providing affordable and optimized solutions in the development of new therapeutics, as well as lifecycle assistance support with high quality assurance based on innovative technology platforms. We help to bring pharmaceutical and healthcare products to the world that improve lives and deliver outstanding value to our customers and shareholders.



Services and Solutions

ChemExpress provides research and manufacturing services spanning the full continuum from drug development to production. The life science reagents business focuses on the drug discovery stage, offering products and technical services ranging from milligram to kilogram scale. The APIs, intermediates, and formulation business covers CDMO services from preclinical through clinical stages, encompassing synthetic process development, process optimization, and API regulatory filing, while also supplying the APIs and intermediates required for drug approval and commercial launch.

Building Blocks

- We provide core chemical units for the development of next-generation innovative drugs, with large-scale supply capacity for molecular building blocks.

Bioconjugates (ADCs, PDCs, RDCs)

- We offer comprehensive and customizable conjugation services to support the development of a broad range of conjugated drug modalities (XDCs).

Reference Compounds

- We offer rigorously validated, highly active and highly selective reference compounds covering a wide range of key biological targets.

Peptide Process Development & Manufacturing

- We provide integrated services from lab-scale R&D (mg) to pilot-scale production (kg).

Small Molecule

- We provide end-to-end support services covering the entire lifecycle of drug R&D, from early drug discovery and process development to commercial manufacturing.

Oligonucleotide Drug Process Development & Manufacturing

- As a supplier of custom oligonucleotide (Oligo) products and services, we currently meet customer needs from lab-scale to pilot-scale development.

Biologics

- We deliver full-lifecycle solutions for monoclonal antibodies, bispecific antibodies, polyclonal antibodies, recombinant proteins and antibody-drug conjugates (ADCs).

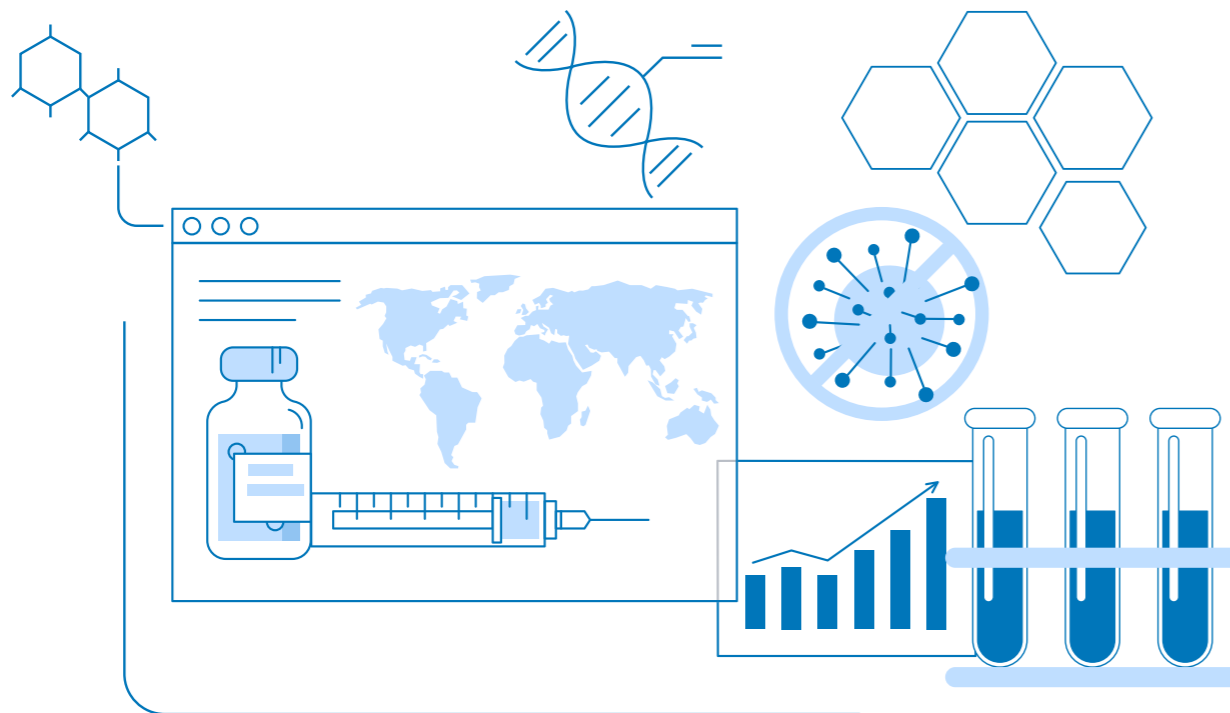
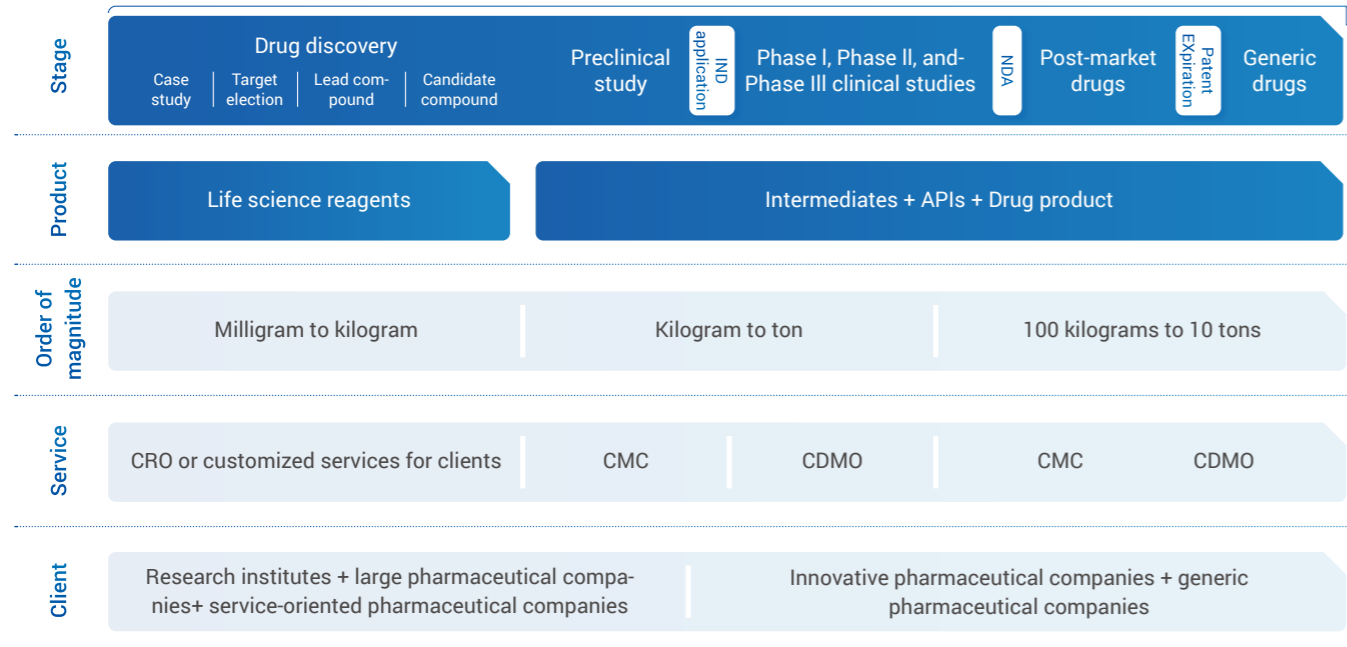
Regulatory CMC Support

- We provide integrated R&D and filing services for the pharmaceutical chemistry segment from IND to NDA stages.

Drug Product Manufacturing

- We provide end-to-end GMP-compliant manufacturing services covering APIs, intermediates and finished formulations.

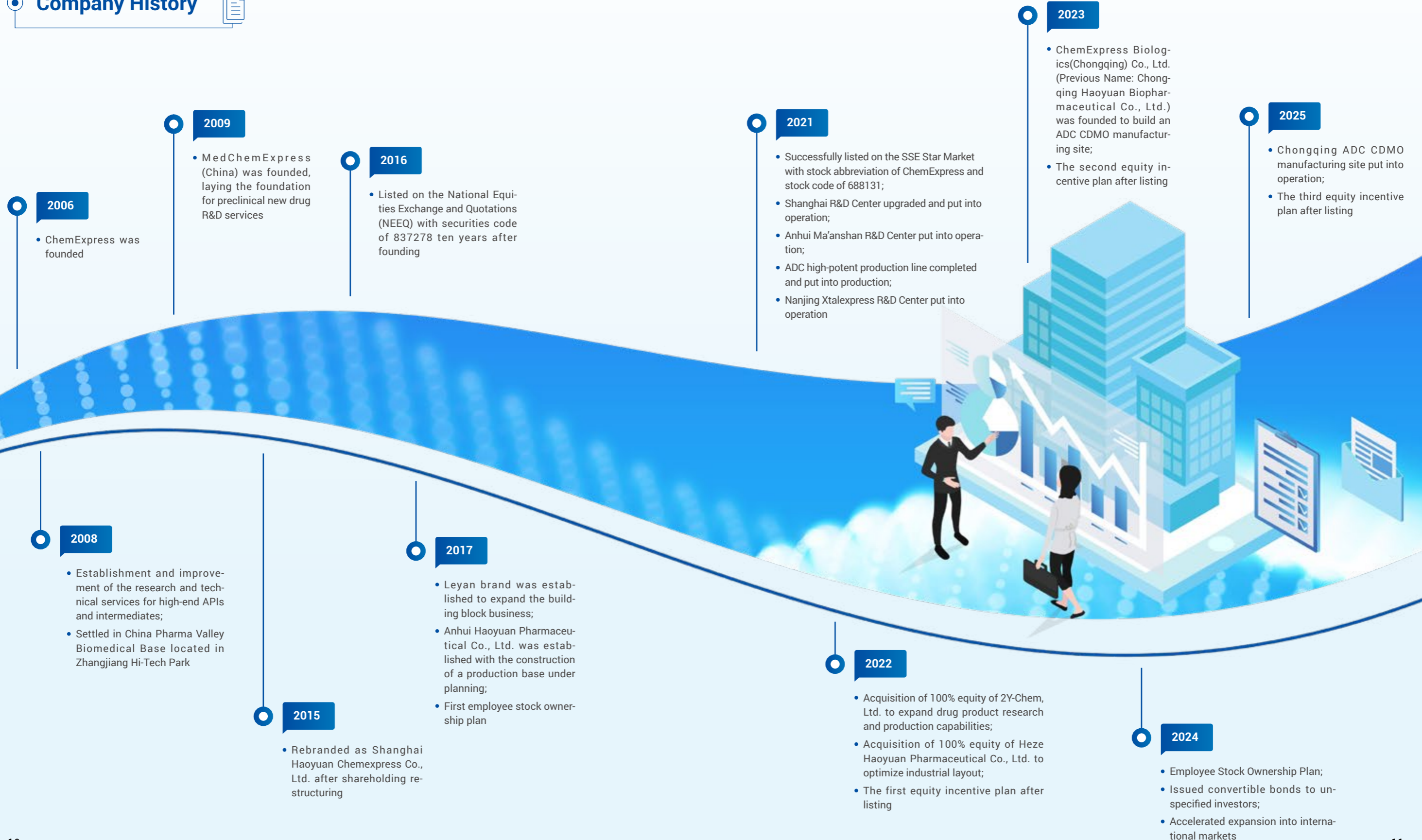
Application of Products and Services



Business Layout



Company History



2006

- ChemExpress was founded

2009

- MedChemExpress (China) was founded, laying the foundation for preclinical new drug R&D services

2016

- Listed on the National Equities Exchange and Quotations (NEEQ) with securities code of 837278 ten years after founding

2008

- Establishment and improvement of the research and technical services for high-end APIs and intermediates;
- Settled in China Pharma Valley Biomedical Base located in Zhangjiang Hi-Tech Park

2015

- Rebranded as Shanghai Haoyuan Chemexpress Co., Ltd. after shareholding restructuring

2017

- Leyan brand was established to expand the building block business;
- Anhui Haoyuan Pharmaceutical Co., Ltd. was established with the construction of a production base under planning;
- First employee stock ownership plan

2021

- Successfully listed on the SSE Star Market with stock abbreviation of ChemExpress and stock code of 688131;
- Shanghai R&D Center upgraded and put into operation;
- Anhui Ma'anshan R&D Center put into operation;
- ADC high-potent production line completed and put into production;
- Nanjing Xtalexpress R&D Center put into operation

2023

- ChemExpress Biologics(Chongqing) Co., Ltd. (Previous Name: Chongqing Haoyuan Biopharmaceutical Co., Ltd.) was founded to build an ADC CDMO manufacturing site;
- The second equity incentive plan after listing

2025

- Chongqing ADC CDMO manufacturing site put into operation;
- The third equity incentive plan after listing

2022

- Acquisition of 100% equity of 2Y-Chem, Ltd. to expand drug product research and production capabilities;
- Acquisition of 100% equity of Heze Haoyuan Pharmaceutical Co., Ltd. to optimize industrial layout;
- The first equity incentive plan after listing

2024

- Employee Stock Ownership Plan;
- Issued convertible bonds to unspecified investors;
- Accelerated expansion into international markets

Company Honors

Government Honors



National specialized and sophisticated enterprises with the title of "Little Giant"
ChemExpress



National Intellectual Property Advantage Enterprise
ChemExpress



High-tech enterprise
ChemExpress



Shanghai Industrial Internet Demonstration Platform
ChemExpress



Shanghai Center for Enterprise of Technology
MedChemExpress (China)



Shanghai Center for Enterprise Technology
ChemExpress



Ma'anshan Smart Workshop
Anhui Haoyuan Pharmaceutical Co., Ltd.

Industry Recognition



CPHI China
Leading Enterprise of Pharma Internationalization Awards



The 7th CMC China Expo for the Pharmaceutical Industry Awards
The Best Customer Satisfaction CDMO Enterprise



The 7th CMC China Expo for the Pharmaceutical Industry Awards
Top 30 API Businesses in China 2025



The 7th CMC China Expo for the Pharmaceutical Industry Awards
Top 25 Small Molecule CDMO Rankings in China 2025



China Pharmaceutical Decision-Makers Summit 2025 "Decade of Glory for Innovative Drugs in China" List - Industry
Leading CDMO Company



Top 50 Pharmaceutical R&D Companies
in China's Pharmaceutical Industry Chamber of Commerce for the 2024-2025 Period



Top 20 CDMO Companies
in China's Pharmaceutical Industry 2025

Commercial Value



6th Panorama Investor Relations Gold Award
Outstanding IR Company



6th Panorama Investor Relations Gold Award
Outstanding Market Capitalization Management Award



2025 Hardcore Science
"Overseas Pioneer Award"

ESG Honors



Top 100 A-Share Listed Companies
with Outstanding ESG Performance in 2025



Top 50 Best Practices in Company Governance (G) Dimension
among A-Share Listed Companies in 2025



Top 20 ESG Performance in the Pharmaceutical and Healthcare Industry
of A-Share Listed Companies in 2025



Outstanding Sustainable Practices Cases of Listed Companies
by the China Association for Public Companies



Securities Times The 19th Top 100 Chinese Listed Companies
in ESG



Value Online Best ESG Practices Award
for Listed Companies in 2025

2025 ESG Highlights

ESG Rating

EcoVadis Rating
Silver Medal Certification
 SILVER | Top 15%
 ecovadis
 Sustainability Rating
 MAR 2026

CDP climate
"B"

The WIND ESG rating upgraded from "BBB" to
"AA"
 Wind ESG | 皓元医药
 2025评级

Huazheng ESG rating upgraded from "A" to
"AA"
 华证ESG | 皓元医药
 更新日期: 2026/03/04

SynTao Green Finance ESG Rating
"A"
 商道融绿
 SynTao Green Finance
 ESG 评级
 2025 Q4

ESG Highlights Performance

Responsible Operations

Operating Revenue:	Total Assets:
RMB 2,876.90 Million	RMB 6,294.27 Million
Percentage of Female Directors:	Coverage Rate of Business Ethics Training for All Employees:
42.86 %	100 %
Number of Information Security Incidents:	
0	

Social Responsibility

Total Number of Employees:	Proportion of Female Employees:
4,195	47.70 %
Number of Employee Training Sessions:	Employee Training Coverage Rate:
3,393	100 %
Work Safety Investment:	
RMB 6.00 Million	

Empowering Customers

R&D Investment	Percentage of R&D Investment
RMB 237.62 Million	8.26 %
Number of Valid Patents as of the End of the Reporting Period	
207	
Coverage Rate of Product Safety and Quality Training	
100 %	

Green Development

Environmental Protection Investment:	Coverage of Environment-Related Training:
RMB 24.63 Million	100 %
Renewable Energy Consumption:	
2.48 Million kWh	
Standard Compliance Rate of the "Three Wastes":	
100 %	

Double Materiality Assessment of Material Topics

In accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies - Sustainability Report (Trial)*, and referring to the latest requirements of *SSE Guidance No. 4 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Preparation of Sustainability Report*, ChemExpress systematically conducts impact and financial materiality assessments. Through a double materiality framework, key issues are identified to advance the integration of sustainability into business operations.




Impact Materiality Analysis

ChemExpress follows a four-step process of “identify impacts - stakeholder engagement - set thresholds - draw conclusions” to comprehensively evaluate material topics based on their quantified scores in dimensions such as scale, scope, irreversibility, and likelihood. This is done in conjunction with stakeholder surveys and expert scoring, resulting in a prioritized list of sustainable development issues.

The Company regards stakeholders as crucial partners in sustainable development, systematically identifying and dynamically managing the concerns of various parties including customers, employees, investors, communities, and regulatory bodies. We engage stakeholders through diverse communication channels and regular interactions. This approach fosters mutual trust, co-creation of value, and shared responsibility.

Stakeholders and Communication Channels of ChemExpress

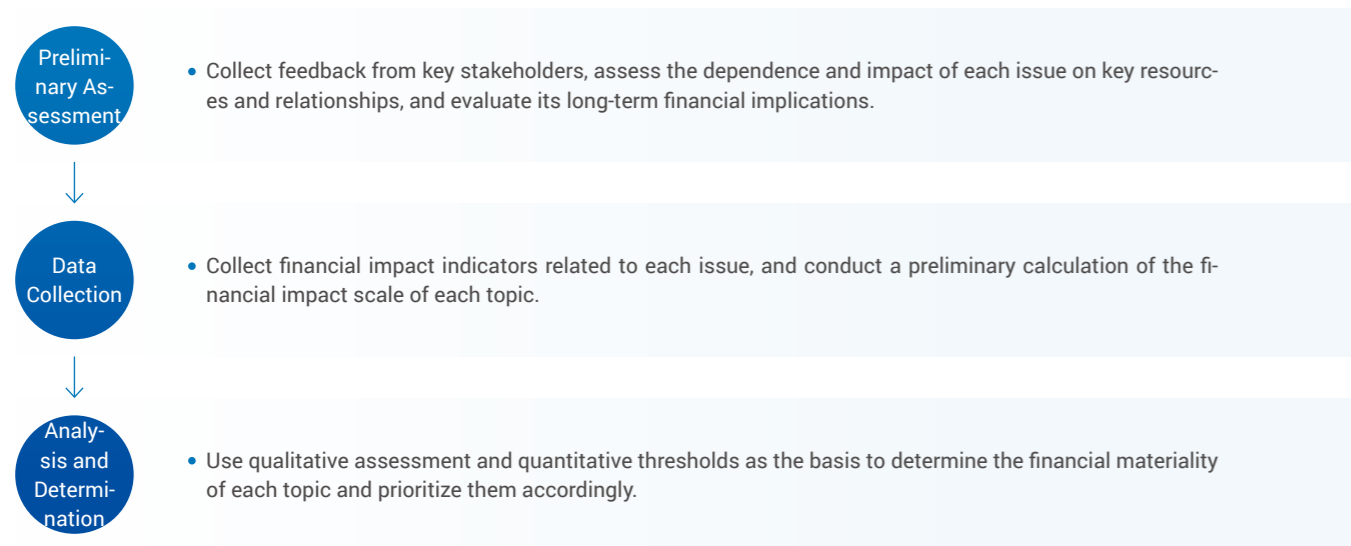
Stakeholders	Topics of Concern	Communication Channels and Methods
Shareholders and Investors 	Corporate Governance Risk Management Safety and Quality of Products and Services Innovation and R&D Business Ethics and Compliance	Periodic Reports Shareholders' Meeting Investor Hotline Roadshow Activities "SSE e-Interactive" Platform of Shanghai Stock Exchange Site Visits
Government and Regulatory Authorities 	Corporate Governance Risk Management Business Ethics and Compliance Environmental Compliance Management Pollutant and Waste Management Resource and Energy Management Climate Change Tackling	Regulatory Inspections Document Exchange Policy Implementation Information Disclosure
Employees 	Employee Rights and Benefits Employee Training and Development Occupational Health and Safety	Internal Communication Staff meeting Employee Training Satisfaction Survey

Stakeholders	Topics of Concern	Communication Channels and Methods
Customers 	Safety and Quality of Products and Services Innovation and R&D Intellectual Property Protection Data Security and Customer Privacy Protection Sustainable Supply Chain Management Business Ethics and Compliance	Market Research Customer Service Hotline After-Sales Service Satisfaction Survey Customer Visits
Partners 	Intellectual Property Protection Business Ethics and Compliance Green Chemistry	Industry-Academia-Research Collaboration Industry Events
Suppliers 	Sustainable Supply Chain Management Business Ethics and Compliance	Supplier Evaluation Supplier Communication
Community and Public 	Corporate Governance Environmental Compliance Management Pollutant and Waste Management Climate Change Tackling Rural Revitalization and Social Contribution Green Chemistry	Public Welfare Activities Volunteer Services Information Disclosure

Financial Materiality Analysis

ChemExpress comprehensively considers the potential impacts of sustainability issues on the financial condition, business operations, and cash flow. By combining qualitative judgment with quantitative analysis, the Company evaluates the extent and likelihood of financial impact. Additionally, the Company incorporates stakeholder opinions and expert judgments to set reasonable thresholds, ultimately forming a prioritized list of financially material topics.

Financial Materiality Analysis Process



Double Materiality Assessment Results

In 2025, ChemExpress identified a total of 17 material topics. By conducting impact and financial materiality analyses, the Company constructed a double materiality assessment matrix to clearly define key management directions. Based on the evaluation results, the Company formulated and implemented targeted improvement measures, continuously optimizing management processes to ensure that critical issues are effectively identified, promptly addressed, and managed in a closed-loop system.

Results of Double Materiality Assessment

Topic	Level of Impact Materiality	Level of Financial Materiality
Innovation and R&D	High	High
Climate Change Tackling	High	High
Occupational Health and Safety	High	High
Safety and Quality of Products and Services	High	High
Green Chemistry	High	Medium
Risk Management	High	Medium
Corporate Governance	High	Medium
Environmental Compliance Management	Medium	High



Topic	Level of Impact Materiality	Level of Financial Materiality
Employee Training and Development	Medium	Low
Data Security and Customer Privacy Protection	Medium	Low
Sustainable Supply Chain Management	Medium	Medium
Intellectual Property Protection	Medium	Medium
Business Ethics and Compliance	Medium	Medium
Employee Rights and Benefits	Low	High
Pollutant and Waste Management	Low	Medium
Resource and Energy Management	Low	Medium
Rural Revitalization and Social Contribution	Low	Low

Double Materiality Assessment Results for ChemExpress in 2025

Impact Materiality	Financial Materiality	
	Low	High
High	Risk Management Corporate Governance Green Chemistry	Innovation and R&D Climate Change Tackling Occupational Health and Safety (OHS) Safety and Quality of Products and Services
Medium	Employee Training and Development Data Security and Customer Privacy Protection	Sustainable Supply Chain Management Intellectual Property Protection Business Ethics and Compliance Operation
Low	Rural Revitalization and Social Contribution	Environmental Compliance Management Employee Rights and Benefits

Sustainable Development Management

ChemExpress deeply integrates ESG principles into the core of corporate governance and strategy, establishing a governance system and management framework that is led from the top, characterized by systematic collaboration, and marked by effective execution. This approach comprehensively drives sustainable development from vision to practice.



ESG Management

ESG Governance Structure

ChemExpress has established a three-tier ESG governance structure comprising the Board of Directors, the Strategic Committee of the Board, and the ESG Working Group, forming a complete governance system of “decision-making - guidance - execution.” The Board serves as the highest decision-making body for ESG matters. The Strategic Committee is responsible for strategic research and oversight. The ESG Working Group oversees the coordinated advancement of strategy formulation, risk assessment, information disclosure, and cross-departmental implementation. Responsibilities are clearly defined at each level to ensure effective implementation in ESG initiatives.

ChemExpress ESG Governance Structure



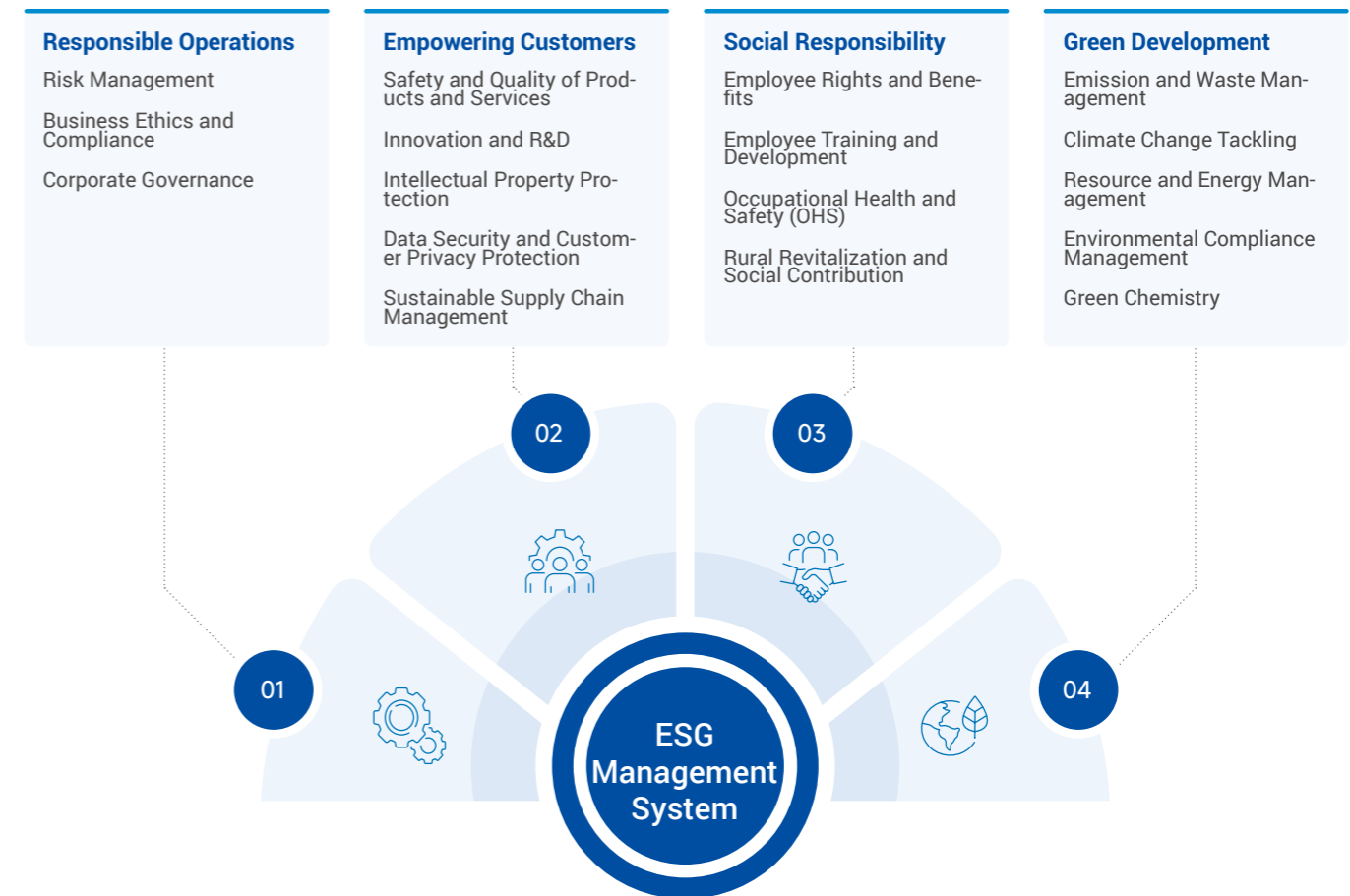
ESG Strategic Positioning

ChemExpress upholds a sustainable development vision of “achieving comprehensive and balanced development across environmental, social, and governance dimensions,” guided by the United Nations Sustainable Development Goals (SDGs). It focuses on four strategic pillars: “responsible operations, empowering customers, social responsibilities, and green development.” The Company systematically builds a high-quality, trustworthy, and responsible ESG management system, aiming to become a leader in ESG practices within its industry. ChemExpress is dedicated to creating long-term value for human health, ecological harmony, and social progress.

ESG Strategic Positioning

“Innovation-driven, Green Development, and Social Responsibility” – ChemExpress is committed to driving innovation, embedding sustainability at its core, and upholding its responsibility to society. It aspires to become a socially responsible enterprise with strong environmental awareness and outstanding governance capabilities, contributing to the broader goal of sustainable development for humanity.

ChemExpress ESG Management System



Impact, Risk, and Opportunity Management

ChemExpress has established a comprehensive, systematic, and closed-loop risk management mechanism that serves as a core safeguard for sustainable development. The Company deeply integrates digital tools to build intelligent risk control platforms that facilitate making key processes standardized and transparent, such as risk identification, monitoring, and rectification. A four-stage closed-loop mechanism of “identification-assessment-response-rectification” has been established to ensure traceability of issues and accountability. Details of the Company's risk management process can be found in [Section 1.2 on Risk Management](#).

Metrics and Targets¹

ChemExpress sets management targets around its ESG management system and issues, and regularly monitors the progress toward these goals to enhance the Company's sustainable development management level.

Responsible Operations		
Topic	Targets	Progress
Risk Management	/	<ul style="list-style-type: none"> In 2025, the Company implemented 13 standardized norms to ensure that internal risk control processes are standardized, transparent, and efficient.
Business Ethics and Compliance	<ul style="list-style-type: none"> By 2030, the Company ensure that training on the Code of Business Conduct is conducted at least once a year. 	<ul style="list-style-type: none"> In 2025, the Company conducted 3 business ethics training sessions for directors and senior executives, 1 full-staff online business ethics training session via Cloud Classroom, and 9 business ethics training sessions for new employees.
Corporate Governance	/	<ul style="list-style-type: none"> In 2025, the Company had 3 female directors, accounting for over 40%, including 2 independent directors. In 2025, the Company convened a total of 60 board meetings. In 2025, the response rate to investor inquiries reached 100%.

Empowering Customers		
Topic	Targets	Progress
Safety and Quality of Products and Services	<ul style="list-style-type: none"> By 2030, the proportion of major R&D centers and manufacturing sites with ISO 9001 Quality Management System Certification will reach 100%. 	<ul style="list-style-type: none"> In 2025, the Company had 7 major R&D centers and manufacturing sites obtained ISO 9001 Quality Management System Certification. The annual customer satisfaction rate for life science reagents business reached 99.70%, while the customer satisfaction rate for API, intermediates, and drug products businesses reached 97.29%.
Innovation and R&D	<ul style="list-style-type: none"> Maintain a high level of R&D investment and actively develop new products. Continuously advance patent applications and standard-setting initiatives. 	<ul style="list-style-type: none"> The Company has established a network centered around the Shanghai Headquarters Innovation Center, coordinating with six specialized R&D centers located in Anhui, Shandong, and other regions. Additionally, we have developed ten core technology platforms to support exploratory research at the laboratory scale as well as production at commercial scales. By the end of the reporting period, the Company had accumulated an inventory of life science reagents approximately 159,000 types and has also constructed more than 250 integrated compound libraries. The Company provides a comprehensive product and technical service system covering the entire biopharmaceutical industry chain to global pharmaceutical enterprises and research institutions.
Intellectual Property Protection	/	<ul style="list-style-type: none"> In 2025, the Company conducted a total of 6 internal training sessions and 15 external events related to intellectual property rights, covering 150 participants. In 2025, the number of patent applications was 70, with 17 patents authorized. The number of invention patents applied to the main business was 114.
Data Security and Customer Privacy Protection	/	<ul style="list-style-type: none"> In 2025, the Company passed the annual surveillance audit of the ISO 27001 Information Security Management System. In 2025, the Company identified over 20 security vulnerabilities and advanced rectification efforts based on their security classifications.
Sustainable Supply Chain Management	<ul style="list-style-type: none"> Establish an efficient supply chain management system, build a repository of potential suppliers, optimize supplier selection and usage requirements, evaluate their social responsibility and environmental protection risks, support the development of suppliers from disadvantaged and minority groups, and conduct sustainable procurement training for all purchasing officers to promote sustainable supply chain development. 	<ul style="list-style-type: none"> In 2025, the Company conducted specialized sustainable procurement training for all procurement personnel, covering key areas such as supplier business ethics compliance, labor rights protection, occupational health and safety, and production environment compliance management.

Social Responsibility		
Topic	Targets	Progress
Employee Rights and Benefits	<ul style="list-style-type: none"> By 2030, the Company aims to achieve a female workforce representation of 50% globally, with no less than 45% of females in management positions. There will be zero occurrences of child labor and forced labor. 	<ul style="list-style-type: none"> In 2025, the Company did not record any incidents of non-compliant hiring or discrimination.
Employee Training and Development	<ul style="list-style-type: none"> Establish a systematic and multi-dimensional employee development system to continuously enhance organizational capabilities and employee value, thereby fostering the growth of the Company and its employees. 	<ul style="list-style-type: none"> In 2025, the Company focused on advancing training camps for front-line managers and special project management training. Utilizing a combination of case studies and practical simulations, these initiatives effectively enhanced employees' professional capabilities and management skills, while also strengthening organizational talent development and succession planning.
Occupational Health and Safety	<ul style="list-style-type: none"> By 2030, the certification rate for the ISO 45001 Occupational Health and Safety Management System in major R&D centers and manufacturing sites will reach 100%. There have been no major work safety incidents or personnel casualties. 	<ul style="list-style-type: none"> The Company has established a systematic occupational health and safety management system, and has enabling facilitated multiple R&D and manufacturing sites to obtain ISO 45001 certification. In 2025, the Company continued to enhance employee safety awareness and emergency response capabilities through various activities such as "Work Safety Month" and "Fire Prevention Month."
Rural Revitalization and Social Contribution	<ul style="list-style-type: none"> Promote farmers' income growth and rural economic development, achieving common development between the Company and the community. 	<ul style="list-style-type: none"> In terms of rural revitalization, in January 2025, the Company invested RMB 0.24 million in targeted procurement of agricultural products to support their commercialization and increase farmers' income. Regarding public welfare, the Company responded to government calls by participating in the "Charitable Joint Donation" initiative, donating funds to support regional development. Additionally, through long-term projects such as the "Magic Mini-Classroom," the Company provided science education for special student groups, conducting over ten courses and activities throughout 2025 that benefited hundreds of teenagers.

Green Development		
Topic	Targets	Progress
Climate Change Tackling	<ul style="list-style-type: none"> Accelerate the research, development, and application of green technologies, introduce intelligent equipment to optimize processes and production workflows, and continuously promote green manufacturing to contribute to carbon neutrality goals. 	<ul style="list-style-type: none"> The Company continuously improves the climate change governance system by systematically identifying risks and opportunities, and accelerating the research, development, and application of green and low-carbon technologies.
Resource and Energy Management	<ul style="list-style-type: none"> Based on compliance, driven by innovation, and with the core objective of enhancing resource efficiency and reducing environmental footprints, we continuously strengthen the green resilience of our operations through meticulous management throughout the entire process. 	<ul style="list-style-type: none"> The Company clearly defines the energy-saving responsibilities of each department and incorporates energy usage into the departmental performance evaluation system through measures such as setting electricity and water fee control targets and standardizing consumables requisition criteria. Relying on a comprehensive environmental management system and internal water use regulations, the Company standardizes water usage behavior across all production and R&D processes, strengthening full-cycle water resource management.
Environmental Compliance Management	<ul style="list-style-type: none"> By 2030, the proportion of major R&D centers and manufacturing sites certified under the ISO 14001 Environmental Management System will reach 100%. 	<ul style="list-style-type: none"> In 2025, the core R&D centers and manufacturing sites of ChemExpress obtained ISO 14001 Environmental Management System Certification.
Pollutant and Waste Management	<ul style="list-style-type: none"> Adhere to stricter standards, address environmental challenges with more systematic governance capabilities, and continuously strengthen comprehensive control over pollution sources. 	<ul style="list-style-type: none"> Maintaining 100% compliant wastewater discharge on a continuous basis, effectively mitigating the risk of water environmental pollution. The Company directly links reduction targets to departmental performance, establishing a management requirement that waste generation fluctuates no more than ±10% from the established baseline.
Green Chemistry	/	<ul style="list-style-type: none"> In 2025, the Company continued to promote and apply multiple green chemistry technologies in the R&D efforts.

¹ To effectively promote sustainable development, the company has set clear goals for each topic. Some goals, due to involving internal operational details and strategic considerations, are not publicly disclosed here but have been incorporated into the company's internal control and supervision system to ensure their effective implementation.

PART 01

Responsible Operations Embodied by "ChemExpress Wisdom"

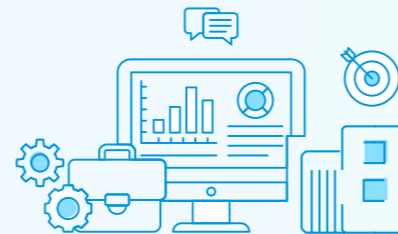
With the outstanding corporate governance as the foundation, ChemExpress has comprehensively built a governance ecosystem characterized by clear responsibilities, efficient collaboration, and sustainable development. Through drivers of institutional innovation, the Company continuously strengthens risk management, business ethics, intellectual property, and information security systems, leading it towards a new journey of high-quality development.

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Corporate Governance

ChemExpress is supported by institutionalization, diversification, and transparency to construct a governance ecosystem with clear rights and responsibilities, efficient collaboration, and sustainable development, comprehensively enhancing the Company's governance effectiveness and value creation capabilities.



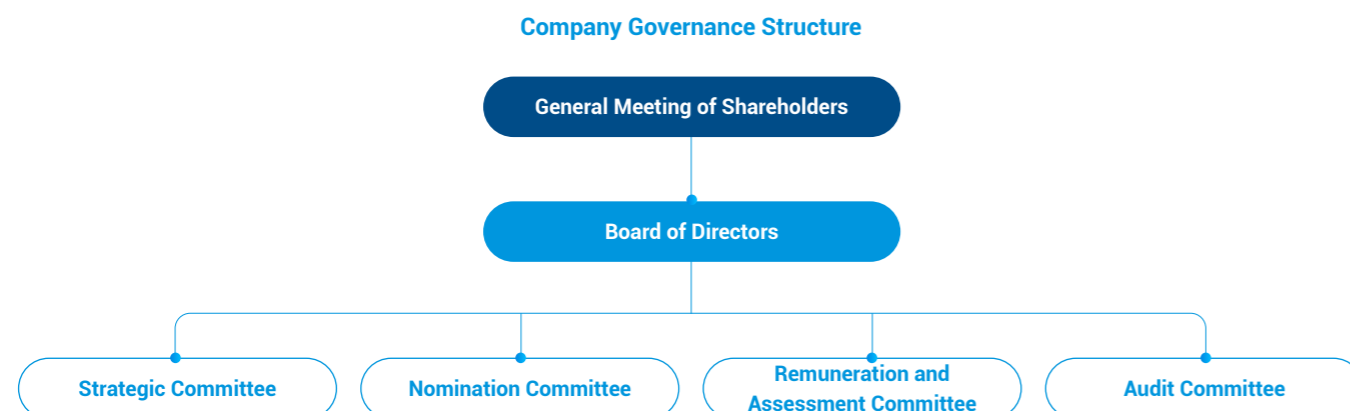
Corporate Governance Structure

ChemExpress strictly complies with applicable laws and regulations and regulatory requirements. The Company has revised and implemented a suite of governance documents, including the *Articles of Association*, the *Rules of Procedure for Shareholders' Meetings*, the *Procedure Rules for Board of Directors*, and the *Working System for Independent Directors*, clearly defining the responsibilities, authorities, and operating procedures of each governance body. The Company's governance structure comprises the shareholders' meeting, the Board, independent directors, and senior management, establishing a system of checks and balances among decision-making, execution, and oversight functions.

The shareholders' meeting is the highest governing body of the Company, exercising decision-making power on major matters, including electing directors, deliberation on profit distribution, mergers and demergers, amending the articles of association, and more. The annual shareholders' meeting is held once a year, while extraordinary shareholders' meetings must be convened within two months after the occurrence of any statutory trigger. Meetings can be conducted either in person or via online means to ensure shareholders' participation rights and voting rights.

The Board of Directors is responsible for implementing resolutions from the shareholders' meeting, formulating business plans and investment schemes, appointing senior executives, and other duties. It has four specialized committees: Audit, Strategy, Nomination, and Compensation and Evaluation, which respectively perform professional functions of audit supervision, strategic planning, personnel nomination, and compensation incentives to enhance decision-making scientificity and independence. In 2025, the Company abolished the Board of Supervisors, with the Audit Committee assuming its supervisory duties and authorities in accordance with the law.

In 2025, the Company convened a total of 60 meetings, including 6 shareholders' meetings, 16 board of directors meetings, and 8 board of supervisors meetings; 9 audit committee meetings, 5 remuneration and assessment committee meetings, 3 strategic committee meetings, 3 nomination committee meetings, and 5 special meetings for independent directors; as well as 2 staff congresses and 3 employee stock ownership plan management committee meetings.



Board Diversity

ChemExpress places great importance on board diversity. In the director nomination process, the Company takes into account a range of factors including gender, ethnicity, nationality, professional experience, and cultural background, promoting a more inclusive and balanced governance structure. In 2025, guided by the goals of advancing governance modernization and diversity, the Company successfully completed the renewal of the fourth Board of Directors and Board of Supervisors. The Board was streamlined to 7 members, enhancing decision-making efficiency while deliberately building a collaborative governance architecture that combines internal leadership with external industry experts, achieving an organic integration of professional expertise, strategic alignment, and diversity and inclusion.

Board Diversity Initiatives

Professional Diversity

Independent directors cover the fields of finance, law and pharmaceuticals. Leveraging their differentiated professional backgrounds and practical experience, they strengthen decision support from dimensions such as financial prudence, compliance governance and industrial insight, enhancing the Board of Directors' professional judgment and the scientificity of governance.

Gender Balance

The company has 3 female directors, accounting for more than 40%, including 2 independent directors. This optimizes the gender structure, promotes the diversification of decision-making perspectives, and enhances the inclusiveness and overall vitality of governance.

Structural Synergy

Adopting an "internal + external" member structure, the Board maintains strategic continuity and execution depth, while introducing external industry perspectives and independent judgments, achieving the organic integration of internal experience and external forward-looking insights.

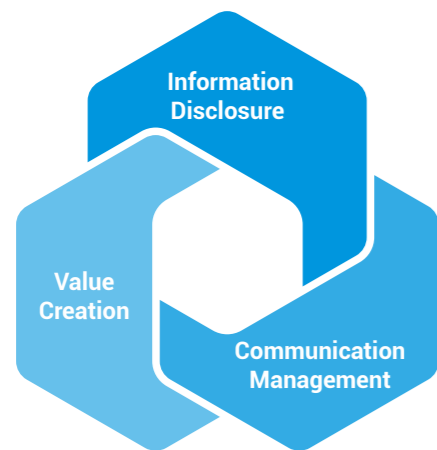
Composition of the Board of Directors

	Number of Board Members	Unit	2025
Independence	Number of Independent Directors	Person	3
	Number of Non-independent Directors	Person	4
Gender	Number of Female Directors	Person	3
	Number of Male Directors	Person	4
	Percentage of Female Directors	%	42.86
Nationality	Number of Directors with Chinese Nationality	Person	6
	Number of Directors with Nationalities of Other Countries	Person	1
Age	Number of Directors Aged 30 to 40	Person	1
	Number of Directors Aged 41 to 50	Person	5
	Number of Directors Aged 51 or Above	Person	1
Education Level	Number of Directors with Doctoral Degree	Person	5
	Number of Directors with Master's Degree	Person	2
	Number of Directors with Bachelor's Degree	Person	0

Investor Rights

ChemExpress has always adhered to the principles of transparent, standardized, and responsible governance. With information disclosure as the foundation, investor relations management as the focal point, and value creation as the orientation, the Company continuously improves the investor rights protection system, striving to achieve long-term mutual benefits and win-win development for both the Company and all shareholders.

Investor Rights Protection System



In terms of information disclosure, ChemExpress strictly adheres to relevant laws and regulations such as the *Measures for the Administration of Information Disclosure by Listed Companies*. The Company has established and continuously improved its *Information Disclosure Regulations*, upholding the principles of transparency, fairness, and impartiality in fulfilling the information disclosure responsibilities, thereby fully safeguarding investors' rights to know.

In terms of investor relations management, the Company revised the *Investor Relations Management Policy*, establishing four fundamental principles: compliance, fairness, proactivity, and integrity. We emphasize fair treatment for all investors and focuses on creating opportunities and providing convenience for small and medium-sized investors to participate in communication. The system further expands and details the core content of investor relations management, formally incorporating ESG information into the scope of official communication with investors for the first time.

Measures for Protecting the Rights and Interests of Minority Shareholders

01 Expanding Communication Channels

The Company is required to conduct investor relations activities through "multiple channels, multiple platforms and multiple methods" to ensure that communication remains accessible and convenient for minority investors.

02 Guaranteeing Participation Rights

The General Meeting of Shareholders shall provide an online voting channel and reserve necessary time for communication between investors and management, so as to lower the threshold for retail shareholders to attend the meeting.

03 Strengthening Disclosure Obligations

The Company is required to convene investor briefing meetings under five specific scenarios, including lower-than-expected cash dividends, termination of major restructuring, and abnormal stock price fluctuations, to proactively address market concerns.

04 Implementing Demand Response

The Company is designated as the primary responsible entity for handling investor demands. It must handle and reply in accordance with the law and in a timely manner to ensure that the concerns of retail shareholders receive effective feedback.

Investor Communication in 2025

Earnings Briefing Session

Conducted

3

earnings call conferences

Hosted

3

online earnings briefings

Achieved a

100%

response rate to investor inquiries

Investor Engagement Activities

Conducted over

180

in-depth exchanges with investors via roadshows, reverse roadshows, and brokerage strategy conferences

Covered more than

550

investment institutions (cumulative)

Received over

900

investor visits

Published

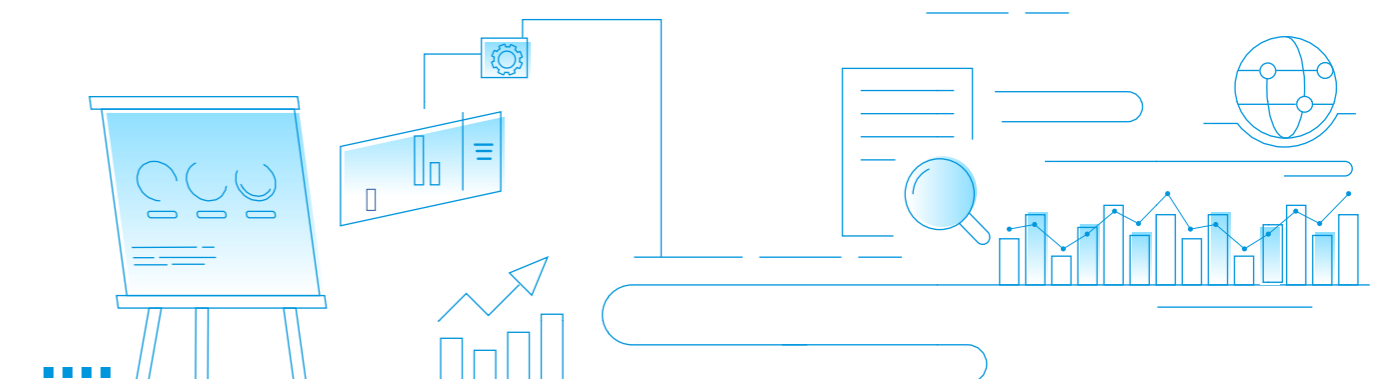
29

"Investor Relations Activity Records"

In terms of value sharing, ChemExpress has revised and implemented the *Market Value Management System*, adhering fundamentally to the intrinsic value of the enterprise. It emphasizes that market value management must revolve around genuine value and strictly prohibits any form of market manipulation or illegal activities. The Company diligently executes the *Three-Year Shareholder Dividend Return Plan (2023-2025)*, actively sharing operational outcomes with investors and providing continuous, stable, and reasonable investment returns.

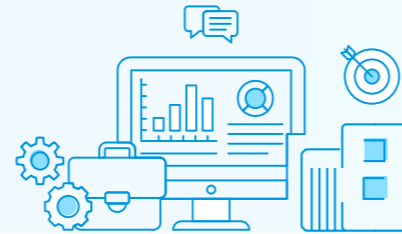
In May 2025, the Company implemented the 2024 annual rights distribution, paying cash dividends of RMB 1.50 per 10 shares (including tax) to all shareholders. Combining both annual and interim dividends, the total cumulative cash dividends for the year 2024 amounted to RMB 40,073,963.76, representing 19.88% of the net profit attributable to listed Company shareholders for that year, an increase of 2.18% compared to the previous year.

In October 2025, the Company completed the interim equity distribution for 2025, distributing cash dividends of RMB 0.80 per 10 shares (including tax) to all shareholders, totaling RMB 16,967,993.52, which accounted for 11.18% of the net profit attributable to listed Company shareholders in the first half of 2025.



Risk Management

ChemExpress implements a comprehensive, systematic, and closed-loop risk management mechanism as the core safeguard for its sustainable development, continually enhancing governance frameworks and risk mitigation capabilities.



Risk Governance Structure

ChemExpress strictly adheres to the requirements of regulations, establishing a system framework that includes systems like the *Exit Audit Policy* and the *Internal Audit System*. This is complemented by 13 standardized norms to ensure that internal risk control processes are standardized, transparent, and efficient.

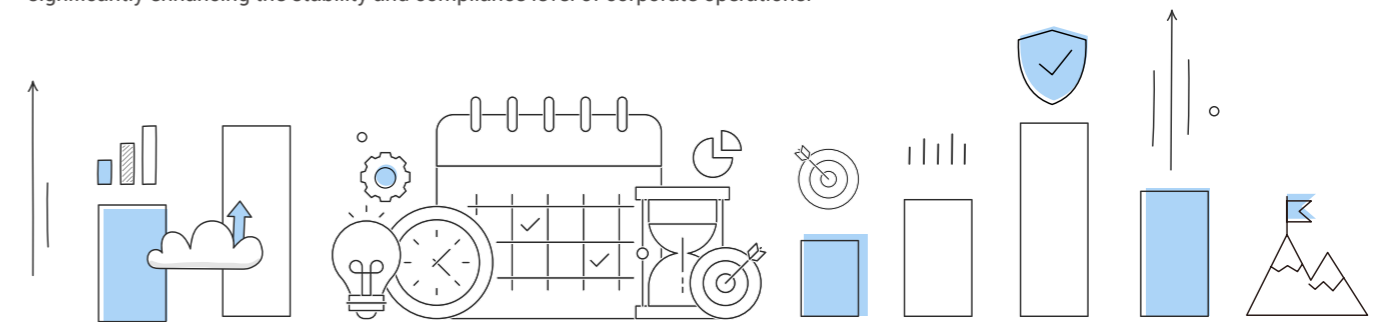
The Company's Board has an Audit Committee responsible for conducting a comprehensive evaluation of the suitability and execution efficiency of the management structure, ensuring that risk control mechanisms operate effectively. The Company also has an Internal Audit Department, which reports to the Audit Committee. The Internal Audit Department conducts in-depth analysis of operational risks through regular meetings and closely collaborates with functional departments such as human resources and finance to accurately identify, systematically analyze, and effectively prevent potential risks. This approach continuously optimizes corporate governance structures and strengthens the stability of operations.



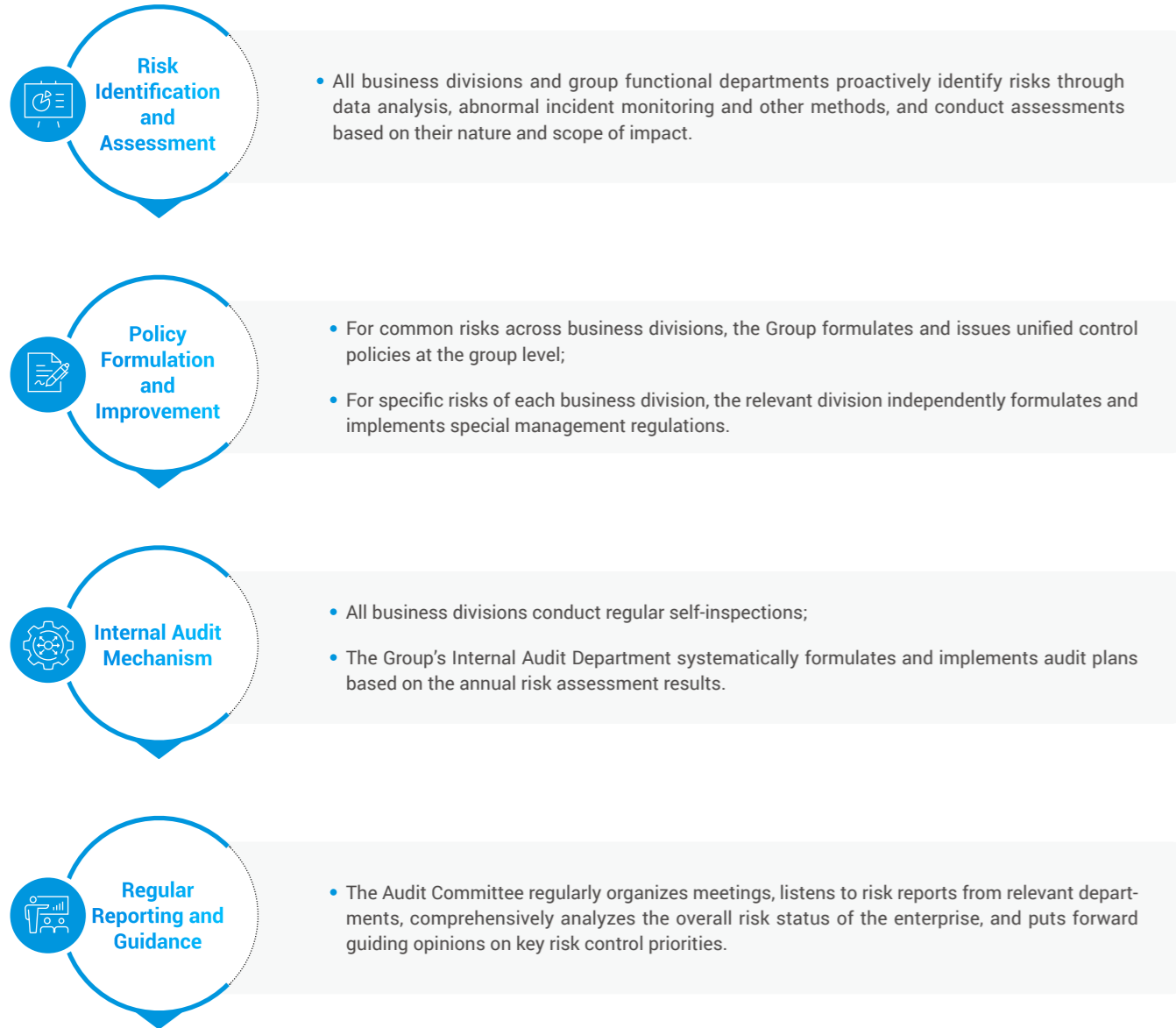
Risk Management Process

ChemExpress continues to deepen the integration of digitalization and internal control management, building a comprehensive risk prevention and control system supported by intelligent systems. The Company has established a digital platform that covers risk identification, information sharing, and continuous monitoring, enabling standardized approval, real-time data tracking, and compliance verification for core business processes such as expense reimbursement. This significantly enhances financial management efficiency, reduces the risks of human intervention, and strengthens transparency in fund usage and cost control capabilities.

Building on this foundation, the Company has established a robust closed-loop internal control framework that encompasses pre-event prevention, mid-event monitoring, and post-event rectification. Relying on the risk assessment mechanisms led by the Audit Committee, we achieve early identification and rapid response to potential risks such as sudden incidents and customer complaints. After audits are completed, the Internal Audit Department conducts tiered assessments of risks, proposes targeted improvement suggestions, and sets a three-month rectification deadline to drive responsible departments to implement closed-loop measures. Through the four stages of "identification-assessment-response-rectification," we have formed a traceable, accountable, and continuously optimized risk governance loop, significantly enhancing the stability and compliance level of corporate operations.



Risk Control and Management Process



In 2025, ChemExpress conducted operational management audits and targeted special audits in accordance with applicable standards, with a view to continuously strengthening risk management effectiveness. For both ChemExpress and the subsidiaries and branches, we conducted comprehensive assessments of the consistency and operational effectiveness of internal control systems and business practices through review of institutional manuals, operating procedures, accounting vouchers, financial statements, sales contracts, asset inventories, and other documentation, supplemented by on-site observations and personnel interviews. Targeted improvement recommendations were put forward to drive operational optimization and enhance risk management capabilities. In addition, we carried out dedicated audits of service contractors, focusing on key areas including institutional governance, outsourced supplier management, personnel selection, and fee settlement, systematically examining compliance and risk exposure in the course of these partnerships to further strengthen the risk defense line in external collaboration.

Business Ethics

ChemExpress consistently regards commercial ethics as the core foundation of sustainable corporate development. It has established a comprehensive commercial ethics management system encompassing institutional governance, risk prevention and control, supply chain integrity, cultural development, and whistleblowing management. The Company is committed to fostering an operating ecosystem that is honest, transparent, and compliant.



Business Ethics Management System

ChemExpress strictly adheres to international norms. We have established an internal compliance system encompassing codes such as the *Code of Business Conduct*, the *Gift Acceptance Management Measures*, and the *Tender and Procurement Management System* to ensure that all business operations are conducted in a framework of integrity, fairness, and transparency.

ChemExpress continuously improves the anti-commercial bribery and anti-corruption governance system, designating the Internal Audit Department as an independent oversight body responsible for monitoring the implementation of the *Code of Business Conduct*. The Internal Audit Department regularly conducts special reviews on the enforcement of the *Code of Business Conduct* at headquarters and various subsidiaries, implementing a rolling comprehensive audit to ensure that compliance audits covering all business processes are completed within a three-year cycle.

ChemExpress Business Conduct Guidelines

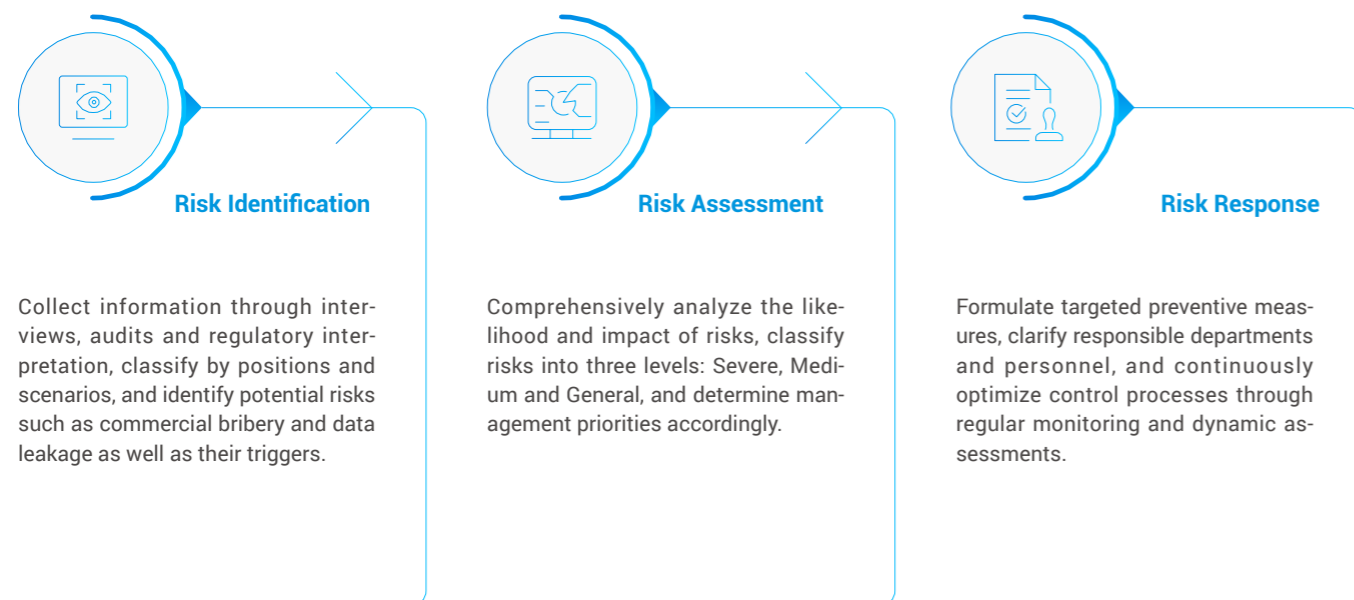
Anti-Corruption and Anti-Bribery	We have a zero-tolerance policy towards any form of corruption and bribery. Employees are strictly prohibited from using Company relationships to seek personal gains or to bribe public officials and related parties.
Anti-Discrimination/ Harassment	Committed to providing an environment of equal opportunity, offering fair employment opportunities based on employee qualifications, and maintaining a zero-tolerance policy towards bullying, harassment, and discrimination.
Anti-Money Laundering (AML)	Prohibit money laundering activities. Through customer background checks, employee training, and mechanisms for reporting unusual transactions, prevent illegal funds from entering legitimate business systems.
Anti-Fraud/Anti-Unfair Competition	Prohibit commercial fraud and unfair competition, including misleading statements, market manipulation, monopolistic alliances, and the exchange of sensitive information with competitors.
Data Security	Strictly abide by relevant laws and regulations, legally collect and use information, implement security measures such as secure storage and restricted access, and require immediate reporting of any privacy breaches.
Conflict of Interest	Prohibit employees from engaging in competitive investments or having undisclosed employment and interest relationships with clients and suppliers, ensuring that personal interests do not compromise the Company's objectives.
Gift Management	Standardize gift and entertainment activities in business interactions, ensuring that such behaviors comply with legal requirements and do not affect the objectivity and fairness of commercial decisions.
Environmental Protection	Adhere to environmental protection laws and regulations, conducting all business activities such as product services, facility operations, and supplier selection in an environmentally friendly manner.
Health and Safety	Create a safe and healthy working environment by conducting risk assessments, distributing personal protective equipment (PPE), providing training, and establishing emergency response plans to ensure employee well-being.

ChemExpress has established a strategic orientation anchored in integrity and compliance, committed to building a high-standard business ethics governance system and driving a step-change in corporate governance capabilities. By restructuring the compliance oversight architecture and strengthening the synergy between internal and external risk controls—supported by systematic measures such as regular empowerment training, transparent whistleblowing channels, and supply chain integrity management—the Company has solidified the foundation of its ethical operations, erecting a robust strategic safeguard for long-term, stable development.

Business Ethics Risk Management

ChemExpress conducts comprehensive commercial ethics risk reviews on a regular annual basis. Through systematic processes, the Company performs in-depth scans and diagnostics of business operations to accurately identify potential risk hazards. The Company develops scientific and specific risk response strategies and improvement plans, clearly defining rectification timelines and responsible parties, ensuring that all measures are effectively implemented. This builds a robust commercial ethics risk control system, safeguarding compliant operations and steady development of the Company.

Business Ethics Risk Management Process



Integrity Management in the Supply Chain

ChemExpress places great importance on supplier integrity management. By requiring partners to sign the *Code of Conduct for Suppliers* and the *Sunshine Agreement*, the Company has established an open and fair supply chain governance system, ensuring that business ethics standards are comprehensively upheld across its partner network. The Company resolutely resists any form of improper benefit transfer or irregular payments, strictly prohibits the exercise of undue influence over business counterparties or public officials, and is committed to maintaining a healthy and orderly market competition environment.

In terms of internal management, ChemExpress strictly regulates personnel involved in supply chain activities, prohibiting them from soliciting or accepting kickbacks, commissions, or other improper benefits. Stringent oversight is applied to tendering and bidding processes, with firm action taken against bid rigging, collusive tendering, and other irregularities. In addition, the Company reinforces price transparency management, eliminating inflated or concealed pricing in construction projects and equipment procurement. Any verified violations are subject to strict accountability measures, providing comprehensive assurance of compliance and integrity across supply chain operations.

In external audits, ChemExpress incorporates supplier audits as a fixed component of audits for each subsidiary, with a particular focus on suppliers that have a higher procurement share. The Company rigorously reviews their relevant qualification documents. Additionally, for key suppliers, the Company conducts on-site audits and due diligence to comprehensively evaluate their performance in critical areas such as compliance culture, anti-corruption mechanisms, ethical business practices, and social responsibility. Based on these evaluations, quantitative scoring and risk assessments are conducted. According to the assessment results, the Company categorizes supplier commercial ethics risks and implements control measures such as terminating cooperation or requiring time-limited rectification for high-risk suppliers, effectively preventing integrity risks in the supply chain.

Integrity Culture Construction

ChemExpress has established a comprehensive and multi-tiered business ethics training system to strengthen the risk prevention awareness of all employees. The Company conducts specialized business ethics training programs that cover the Board of Directors, senior management, and all staff members. These programs adopt a diversified teaching model combining online and offline methods, with content focusing on key areas such as anti-commercial bribery, prohibition of embezzlement, compliance against unfair competition, and protection of commercial secrets to ensure that ethical norms are internalized in employees' minds and externalized in their actions. In 2025, the Company conducted 3 business ethics training sessions for directors and senior executives, 1 full-staff online business ethics training session via Cloud Classroom, and 9 new employee business ethics training sessions.

Building on the training, the Company has established clear guidelines for employee conduct through signing documents such as the *Sunshine Conduct Initiative* and the *Confidentiality Agreement*. These measures aim to prevent inappropriate associations with clients and suppliers, ensuring transparent, fair, and compliant business interactions.

New Employee Business Ethics and Compliance Training

In 2025, ChemExpress conducted 9 offline onboarding compliance training sessions for new employees. The training focused on high-risk compliance issues such as commercial bribery, protection of trade secrets, false advertising, and business defamation. It systematically explained relevant laws, regulations, and internal management systems of the Company. Through case analysis and system promotion to help new employees quickly establish a sense of compliance and understand behavioral boundaries.



New Employee Business Ethics Training

Business Ethics Training Performance

Business Ethics Training	Unit	2025	2024	2023
Number of Directors Receiving Training	Person	7	9	9
Number of Employees in the Management Receiving Training	Person	1,281	822	733
Number of Employees Receiving Training	Person	5,210	3,576	3,370
Percentage of Directors Receiving Training	%	100	100	100
Percentage of Employees in the Management Receiving Training	%	100	100	100
Percentage of Employees Receiving Training	%	100	100	100

Whistleblowing Mechanism

ChemExpress has established a robust whistleblowing mechanism, encouraging employees and partners to report conduct that violates business ethics or applicable laws and regulations. Multiple reporting channels are made available, including telephone, email, and written correspondence. The Company supports anonymous reporting and is committed to strict protection of whistleblowers' identities, with a dedicated department assigned to handle all related matters. Any form of retaliation is strictly prohibited; verified cases of retaliation will be subject to disciplinary action in accordance with applicable rules, and serious cases will be referred to judicial authorities. Through these measures, the Company effectively safeguards the lawful rights and interests of whistleblowers and fosters a business environment characterized by openness, transparency, integrity, and compliance.

Whistleblowing Channels

- Hotline: 021-518709558080
- Email: hy-ns@chemexpress.com.cn
- Postal Address: Internal Audit Department, Building 3, No. 1999 Zhang Heng Road, Pudong New Area, Shanghai

In 2025, the Company

did not

record any whistleblowing incidents or personnel handling situations

no violations

of laws and regulations related to corruption, bribery, conflicts of interest, fraud, money laundering, extortion, or unfair competition.

Intellectual Property Rights

ChemExpress regards intellectual property as a core strategic asset and an engine for innovation-driven development. The Company is committed to building a scientific, systematic, and forward-looking IP governance system by improving top-level design, strengthening risk control throughout the entire lifecycle, and deepening capability development. This approach aims to convert technological strengths into sustainable market competitiveness, providing a solid foundation for high-quality corporate development.



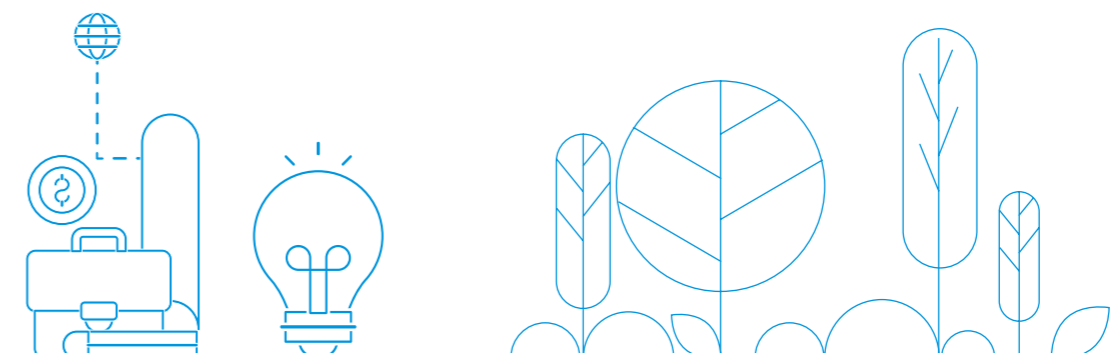
Intellectual Property Management System

ChemExpress adheres to relevant laws and regulations and has established core systems including the *Intellectual Property Manual*, the *General Rules for Intellectual Property Management*, and the *General Rules for Intellectual Property* to systematically build its intellectual property management system. In 2025, the Company further improved end-to-end process management by issuing the *SMP of Patent Mining and Cultivating High Value Patents*, the *Purchasing Intellectual Property Management Procedures*, and the *Intellectual Property Financial Resource Management Procedures*. These measures aim to strengthen risk control at critical stages, standardize intellectual property management in procurement activities, ensure sustainable financial support, and systematically enhance patent quality and value creation capabilities.

The Company has established an intellectual property decision-making mechanism led by the General Manager, which coordinates and plans IP strategies aligned with corporate strategic development. In 2025, the Company completed re-certification under the *Enterprise intellectual property compliance management system—Requirements (GB/T 29490-2023)* and was approved for a high-value patent cultivation project in Shanghai for 2025. This has significantly enhanced core technological innovation and technology transfer capabilities.



Certificate of Enterprise Intellectual Property Compliance Management System for ChemExpress



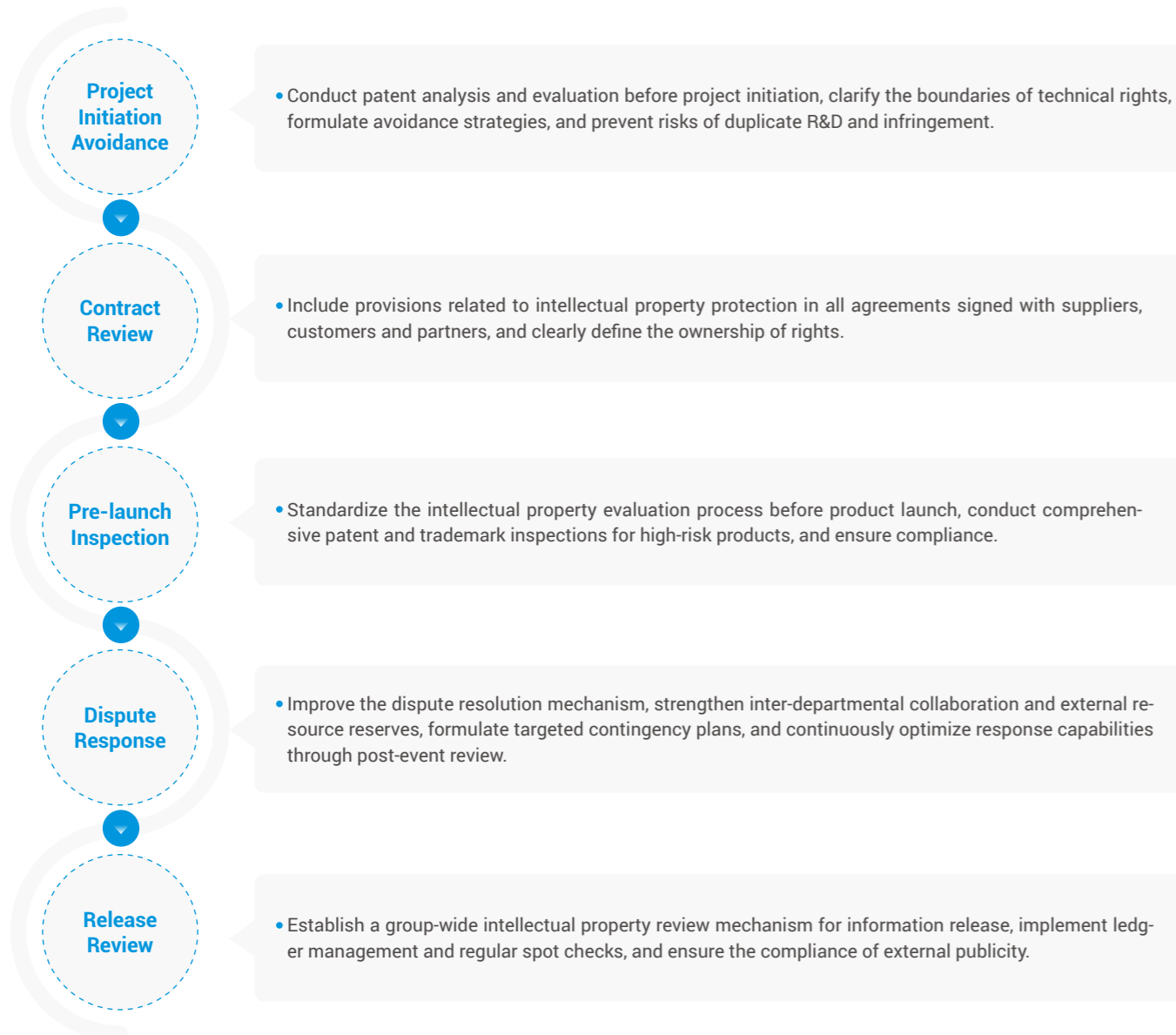
Intellectual Property Management Initiatives

ChemExpress regards intellectual property as a core strategic asset. By establishing a comprehensive risk prevention system that covers the entire lifecycle, improving incentive mechanisms, and building systematic capabilities, the Company significantly enhances the compliance standards and innovation competitiveness, thereby fortifying the risk defenses and innovation foundations for high-quality development.

Risk Prevention

The Company has established a comprehensive risk prevention and control system that covers the entire lifecycle from R&D, operations to market expansion, with a focus on deeply integrating compliance management into all business processes. By setting up robust mechanisms for risk identification and assessment, the Company regularly monitors market infringement activities and competitors' patent layouts, promptly detects irregularities, and evaluates legal response strategies to ensure compliance in R&D routes and avoid external technological barriers.

Intellectual Property Risk Control and Management Process



Incentive Mechanisms

The Company has established a comprehensive intellectual property incentive system aimed at recognizing employees who play key roles in patent research and development, application, and commercialization. Based on the technical value of patents and individual contributions, differentiated reward standards are set, accompanied by rigorous evaluation processes to strictly ensure the objectivity, fairness, and transparency of incentive distribution, effectively stimulating innovation across all levels of the organization.

Capacity Building

The Company continuously strengthens employees' awareness of intellectual property protection and systematically advances capability building both internally and externally. Internal training focuses on core topics including patent strategy for innovative drugs and specialty APIs, the identification and cultivation of high-value patents, and full-cycle trademark management, enhancing collaboration between R&D and legal functions. External activities cover specialized subjects such as trade secret management, high-value patent strategy in biopharmaceuticals, and emerging legal frontiers in artificial intelligence and intellectual property, broadening employees' strategic horizons.

In 2025, the Company conducted a total of 6 internal intellectual property-related training sessions and 15 external events, reaching 150 participants. These efforts effectively strengthened employees' awareness of intellectual property protection and their capabilities in risk prevention and control.

Comprehensive Trademark Management Empowerment Training

In October 2025, ChemExpress organized a specialized training session titled "Full-Cycle Trademark Management: A Practical Guide from Registration Strategy to Infringement Prevention," delivered in a blended online and offline format and covering multiple departments including business development, communications, and intellectual property. The training systematically addressed the full lifecycle management of trademarks in both China and overseas markets, encompassing core areas such as registration strategy, compliant use, ongoing maintenance, risk prevention and control, and infringement response. By integrating landmark judicial cases with practical scenarios, the session deepened employees' professional judgment and hands-on capabilities in cross-border portfolio management, risk early warning, and compliance decision-making.

Management Achievements

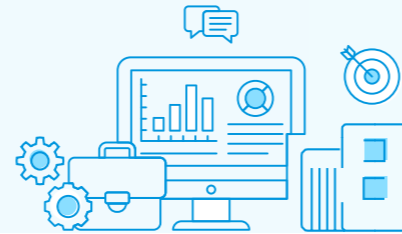
In 2025, ChemExpress's R&D team won a gold award at the 8th China (Shanghai) International Exhibition of Inventions for their project titled "Research and Development of ACC Inhibitor Firso-costat and Its Key Intermediates."



Gold Award at the 8th China (Shanghai) International Exhibition of Inventions

Information Security

ChemExpress continuously improves its overall information security design, strengthens technical defenses, and deepens supply chain collaboration to advance the construction of information security and privacy protection capabilities at high standards, thereby solidifying the data security and privacy protection defense line.

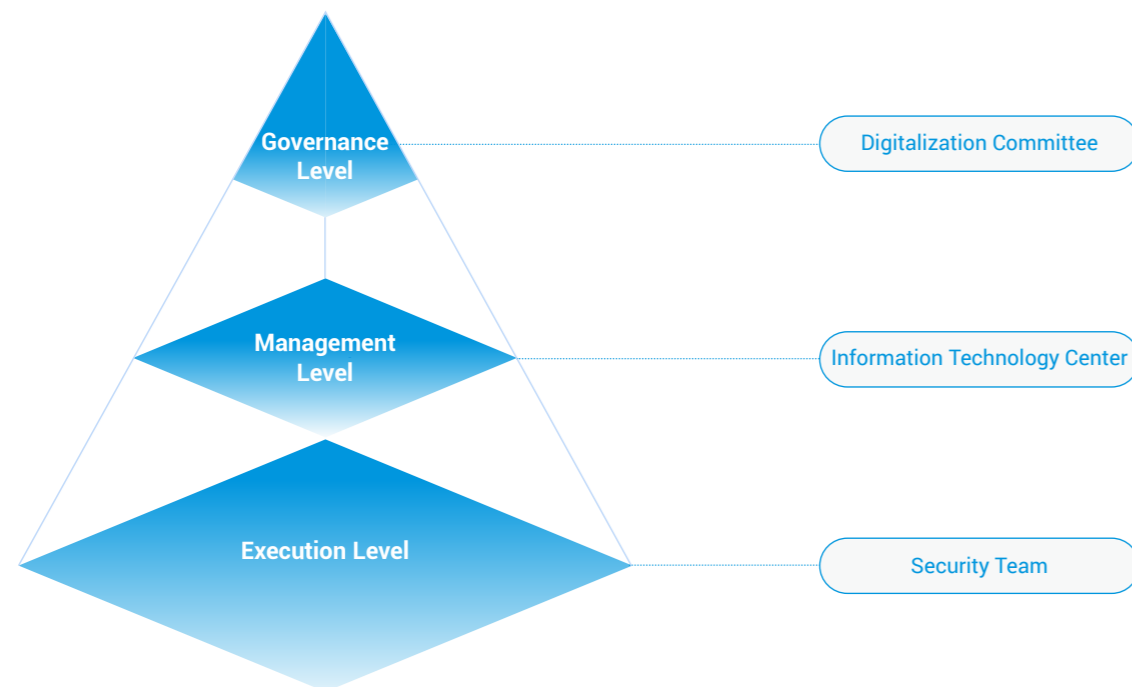


Information Security Management System

ChemExpress strictly adheres to laws and regulations. It has established a system of regulations, including the *Computer Security Management Policy*, the *Computerized System Management Regulations*, and the *Data Backup and Disaster Recovery Management System*, to ensure that the collection, application, transmission, and storage of information related to employees, customers, and stakeholders are conducted in accordance with the law.

In terms of organizational structure, the Company has established a Digitalization Committee, overseen by the Chief Information Officer (CIO). A specialized security team has been formed within the Information Technology Center to identify and mitigate information security risks in operations, implement routine cybersecurity maintenance, and regularly report to the CIO to ensure the safety and stability of the network environment. Additionally, the Company sets up dedicated working groups for different business segments to provide technical support and security assurance for digital transformation.

Information Security Management Architecture



During the reporting period, the Company passed the annual surveillance audit of the ISO 27001 Information Security Management System and continued to iterate and upgrade this system to ensure that information security controls are deeply integrated into the entire lifecycle of business operations.

In 2025, the Company

did not

record any data security incidents

no instances

of customer privacy breaches



ISO 27001 Information Security Management System Certification



Information Security Management Measures

The Company continuously improves the information security management system by conducting internal security inspections, third-party penetration tests, and customer audits to systematically identify risks in networks and systems, ensuring data security compliance. In 2025, the Company comprehensively identified weak points in information security, implemented corrective measures for identified issues, and carried out a series of closed-loop actions including cybersecurity construction, daily security protection, special training, emergency drills, and infrastructure upgrades.

During the reporting period, the Company identified over 20 security vulnerabilities. These were categorized by security levels and addressed systematically to ensure closed-loop management and effective resolution of all issues.

Information Security Protection Measures

Cybersecurity Development

- Email Security: Intercept phishing and spam emails through advanced features of the corporate email system.
- Malware Defense: Upgrade firewalls, intrusion detection systems, and endpoint protection, and regularly update virus databases.
- Management Systems: Establish and enforce strict cybersecurity policies, including requirements for passwords and encryption.
- Monitoring and Emergency Response: Set up an integrated monitoring platform to continuously monitor traffic and links, with immediate response to anomalies.
- Data Minimization: Store personal information only for the necessary duration to avoid excessive retention.

Daily Safety Protection

- Standard Compliance: Conduct vulnerability scanning and penetration testing in accordance with ISO 27001.
- Routine Maintenance: Regularly perform virus scans, wireless access control, patch updates, and system optimization.
- Company-wide Antivirus: Implement comprehensive endpoint antivirus measures for all employees to ensure a secure device environment.

Information Security Training

- Comprehensive Online Training: An annual online information security training session is organized for all employees.
- Specialized Training for Core Personnel: Targeted offline specialized training sessions are conducted at least once a year for core personnel, including those in procurement, sales, and finance.

Emergency Response Plan

- Server Emergency Response: Establish a quick response mechanism, including troubleshooting, recovery, and supplier assistance.
- Virus Protection and Emergency Power Shutdown: Develop standardized operating procedures to ensure business continuity.

Infrastructure Upgrade

- Core Data Center: Upgraded the network architecture comprehensively, replaced core equipment and firewalls to enhance capacity and security capabilities.
- Backup Appliance: Improved backup speed and recovery capabilities.
- System Monitoring Platform Launch: Fully monitors servers and networks with added SMS alerting functionality.
- Network Security Probe Devices: Real-time collection and analysis of network behavior data to identify potential security threats and abnormal activities.
- Bastion Host: Manages assets, implements permission control and operation recording to enhance maintenance security.
- Log Audit: Supports massive log collection and intelligent analysis to meet compliance requirements.
- Situation Awareness Equipment: Enabling automated asset discovery, threat identification, and coordinated incident response, in compliance with the requirements of Classified Protection of Cybersecurity 2.0 (MLPS 2.0).

ChemExpress places great emphasis on supplier information security management. By establishing a systematic due diligence mechanism for suppliers to conduct risk assessments and categorizes suppliers into different levels. Based on these different risk levels, differentiated management strategies are formulated.

For cloud service providers, the Company implements special due diligence measures, explicitly requiring them to provide proof of National Information Security Level Protection Grade III certification and documents demonstrating their ability for disaster recovery at remote sites. For suppliers with high-risk vulnerabilities, the Company will take measures such as restricting cooperation, strengthening monitoring, or requiring time-limited rectifications to effectively control potential security threats.

For equipment suppliers, the Company strictly enforces an admission review process, requiring them to provide original factory authorization documents and complete technical usage instructions. This ensures that the equipment is from a reliable source and complies with technical standards, thereby fortifying security at the source of the supply chain and continuously enhancing overall system protection capabilities and customer trust.

Customer Privacy Protection Measures

ChemExpress has established a comprehensive privacy protection mechanism, implementing refined management measures across two core areas — data storage and access control, and data breach incident response — to effectively safeguard personal data and privacy. In 2025, the Company revised the *Computer Security Management Policy*, introducing explicit requirements that all customer data export operations must obtain prior approval, and strictly prohibiting any department or individual from extracting data directly from business systems without authorization, thereby rigorously protecting customer privacy.

Privacy Protection Measures

► Storage and Access Control

- All personal information must be stored in an encrypted state and marked as confidential to prevent unauthorized access.
- For customer data, the Company implements strict permission management, allowing only employees with clear business needs to access it.
- A regular data backup mechanism has been established, and biometric encryption technology is used for mobile storage media to ensure the security of data during transmission and storage.



► Data Breach Incident Response

- Employees must immediately report any incidents involving the leakage, loss, or unauthorized access of personal information through internal whistleblowing channels to ensure timely response and handling of such events.





PART 02

Empowering Customers through the "ChemExpress Solution"

ChemExpress adheres to the service philosophy of "Client-Focused, Innovation-Driven", while driving the green and intelligent upgrade of our products and services through innovative R&D. We ensure product safety and quality with full lifecycle management and build transparent and trustworthy interaction mechanisms in our customer service and responsible marketing practices. Additionally, we deepen supplier collaboration to establish a responsible supply chain and promote ecological win-win outcomes through industry cooperation, creating long-term sustainable value for customers, the industry, and society.

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Products and Services

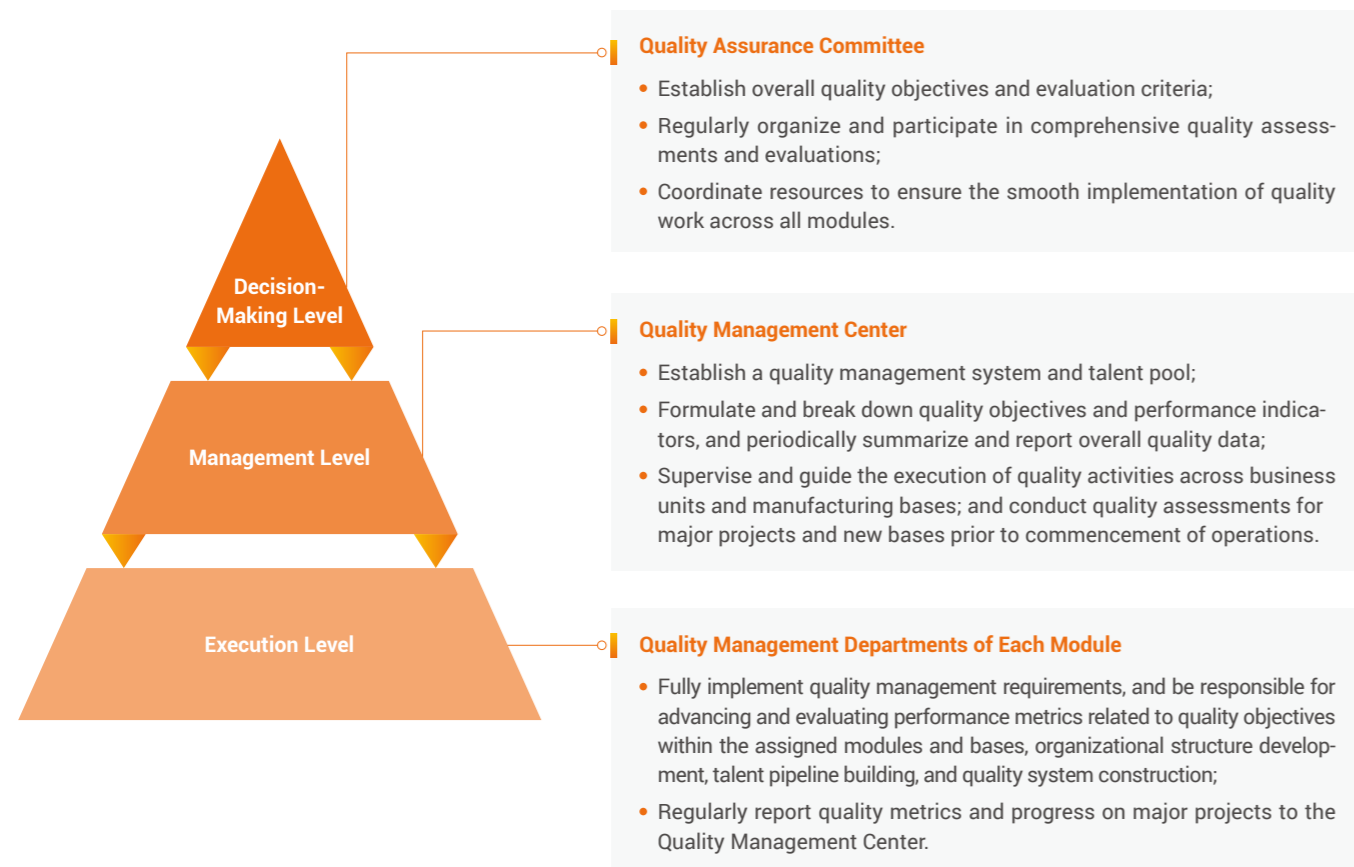
ChemExpress has established a quality management system centered on risk control, ensuring product safety and reliability through both internal and external audits. Meanwhile, we established professional service mechanisms which includes regular communication, customer satisfaction surveys, and customer complaint management to continuously respond to customer feedback and requirements, driving continuous improvement in the areas of our services and product quality.



Governance

ChemExpress has established a three-tier governance structure operating through coordinated interaction among the decision-making, management, and execution levels. The Quality Assurance Committee has been established under the Board of Directors as the highest supervisory body for quality and safety, fulfilling ongoing oversight responsibilities. Building on this foundation, the Company has set up an independent Quality Management Center with overall responsibility for key functions including quality risk management, quality review, quality audits, and product mock recalls, etc. These activities are carried out by the quality management departments within each business unit, collectively ensuring the effective and robust operation of the quality management system.

ChemExpress Quality Management Structure



Strategy

ChemExpress systematically identifies various risks and potential opportunities related to product and service quality, comprehensively evaluates the potential impacts of these matters on the Company's financial condition, operational efficiency, and cash flow, clarifies their impact levels and time horizon, and provides scientific support for risk management and opportunity capture.

Risk and Opportunity Management for Product and Service Quality

Type	Risk/Opportunity Overview	Time Horizon ²	Financial Impact
Risk of Non-Compliance with Product Quality Standards	Omissions in the research, development, production, and testing phases of pharmaceutical products can lead to substandard product quality that fails to meet industry standards or regulatory requirements, resulting in scenarios such as recalls and penalties.	Short- and medium-term	Increase recall costs and fine expenditures, reduce product sales revenue, and impact the stability of cash flow.
Risk of Non-Standardized Service Procedures	Inconsistent service processes such as product delivery, post-sales consultation, and technical support can lead to customer complaints and damage brand reputation.	Short- and medium-term	Increase customer maintenance costs, reduce customer retention rates, and indirectly impact revenue growth.
Opportunities for Quality System Upgrades	Optimize the quality control system for products, enhance testing technologies and production processes, strengthen standardized service construction, and boost market competitiveness.	Medium- and long-term	Reduce quality control costs, enhance product premium capabilities, expand market share, drive steady revenue growth, and improve financial conditions.
Opportunities for Differentiated Services Empowerment	Leveraging high-quality products, we expand into differentiated services such as customized services and comprehensive technical support throughout the process to meet diverse customer needs.	Medium- and long-term	Enhance customer stickiness, which could also benefit attracting new customer and revenue, driving synchronous growth in customer scale and revenue. This strengthens operational efficiency and profit stability.

Response Measures

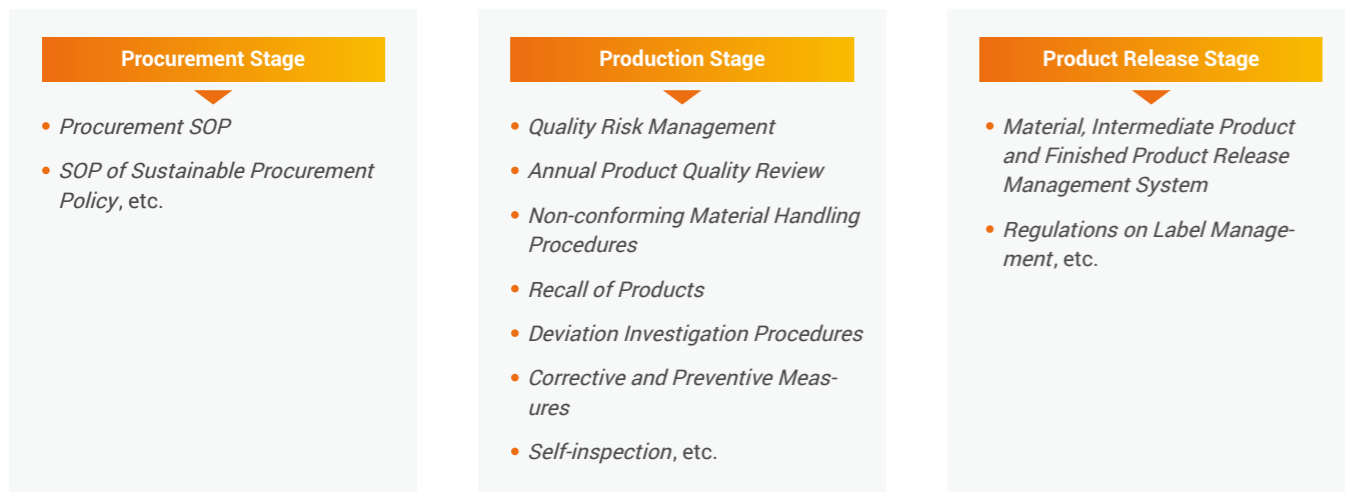
Quality Management System (QMS)

ChemExpress continuously optimize the quality management system, strictly adhering to laws and regulations to ensure that products comply with national standards during R&D, production, distribution, and post-market management. Additionally, when operating in international markets, the Company strictly follows global pharmaceutical quality management regulations such as the *WHO GMP*, *EudraLex - Volume 4*, and *21 CFR Part 210/211*, fully meeting global pharmaceutical industry compliance requirements.

The Company has established a comprehensive quality management system centered around the *Quality Manual*, covering all critical stages from raw material procurement and manufacturing to final product release. This system standardizes the execution of quality management activities, strictly controls quality safety, ensures consistency in process procedures, and systematically conducts post-market product safety monitoring and compliance with regulatory reporting obligations, continuously safeguarding the quality and safety throughout the entire product lifecycle.

²The Company defines the impact cycle as short-term (within 1 year), medium-term (1 to 5 years) and long-term (more than 5 years).

Quality Management Policy and System



ChemExpress continues to advance the certification and implementation of the ISO 9001 Quality Management System across all business segments. By promoting an integrated quality control system, it effectively coordinates multi-site and cross-business operations. As of the end of the reporting period, 7 major R&D centers and manufacturing sites³ have obtained ISO 9001 Quality Management System Certification.

As of the end of the reporting period

Our major R&D centers and manufacturing sites have obtained ISO 9001 Quality Management System Certification

7



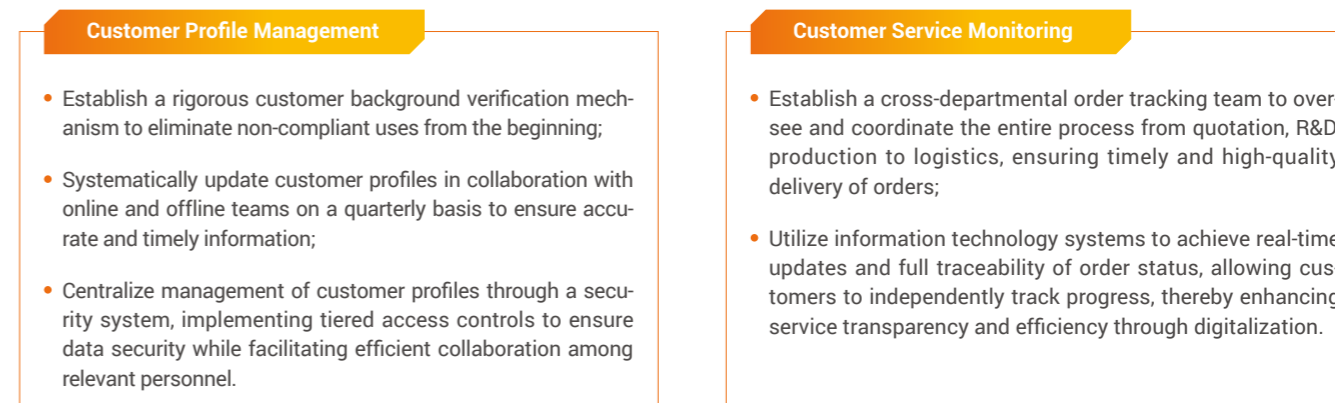
ChemExpress ISO 9001 Certification

Customer Service System

ChemExpress has established a systematic customer service assurance mechanism by formulating internal regulatory documents such as the *Customer Service Policy*, the *Sales Management Policy*, the *Customer Management Policy*, the *Customer Satisfaction Survey Management Policy*, and the *Customer Complaint Handling Policy*. This has formed a customer service system centered on rigorous and responsible customer file management and comprehensive, transparent customer service tracking.

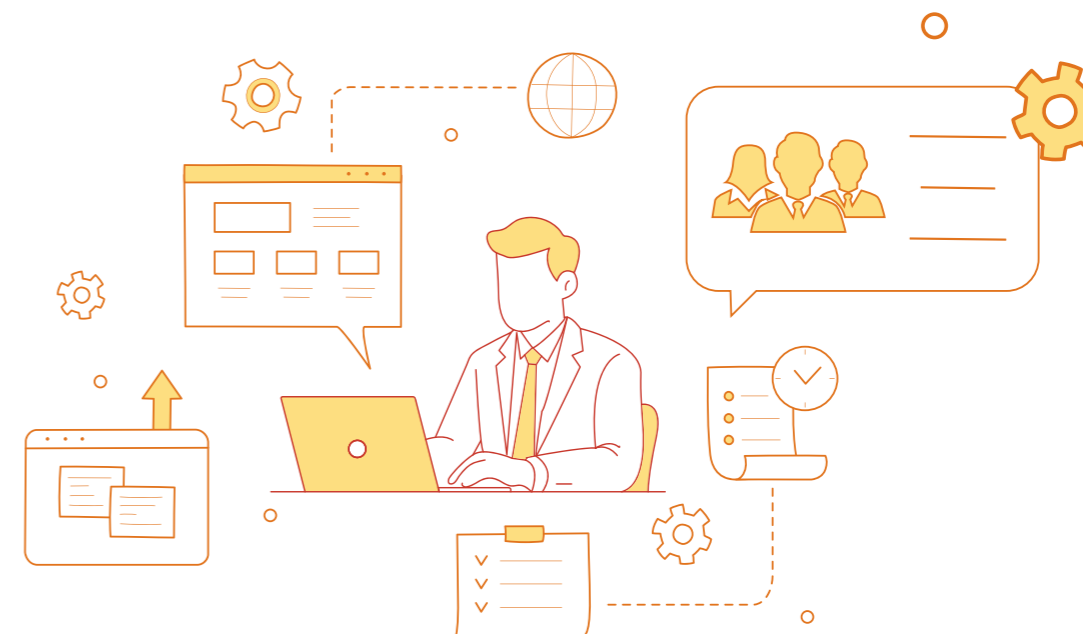
³ R&D centers or manufacturing sites that have obtained ISO 9001 certification: Shanghai Headquarter R&D Center, Anhui Hefei R&D Center, Shandong Yantai R&D Center, Shanghai 2Y-Chem R&D Center, Anhui Ma'anshan R&D Center, Anhui Ma'anshan c-GMP Manufacturing Site, and Shandong Heze Manufacturing Site.

Customer Service System



We continuously optimize our customer service mechanisms across the entire pre-sales and post-sales phases through professional service teams and standardized business processes, providing customers with exceptional service experiences.

Customer Service Mechanism



Quality Assessment

ChemExpress's quality control system spans the full lifecycle of pharmaceutical products, establishing a comprehensive testing process and release standards covering RSMs, excipients, packaging materials, intermediates, and finished products, with refined controls applied at critical stages. In 2025, the Company advanced a comprehensive optimization of the quality inspection management system, leveraging a unified management framework to enable cross-site information sharing and resource coordination, enhancing collaborative efficiency. At the same time, by establishing an internal commissioned testing process and optimizing the allocation of high-end instrument resources, the Company has reduced duplicative investment and further improved testing and release efficiency as well as cost control.

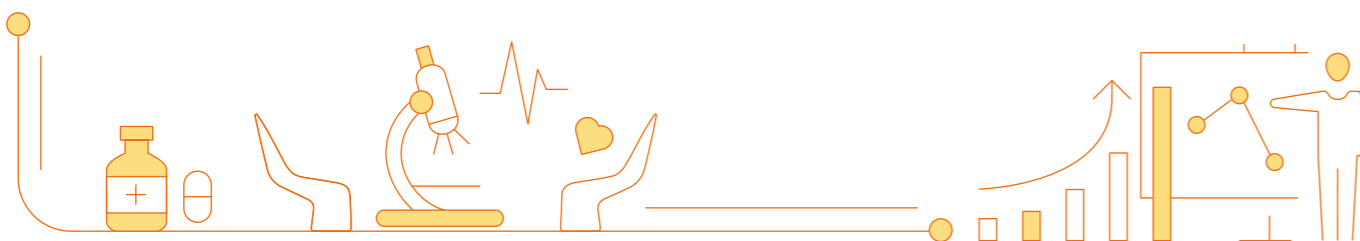
We strictly adhere to the ISO 9001 Quality Management System, CNAS⁴ accreditation criteria, and GMP⁵ regulations. We have systematically established an integrated analytical testing platform that covers the entire chain of drug research and production, ensuring that data and documentation at every stage from R&D to submission fully comply with stringent domestic and international regulatory requirements. This enables us to continuously and stably support quality inspection verification.

Focusing on Drug Quality Inspection and Detection Technology, ChemExpress Showcased at DQDC 2025

In August 2025, ChemExpress participated in the 34th Drug Quality Inspection and Detection Technology Conference (DQDC 2025), showcasing an integrated analytical service platform that covers research testing, method development validation, stability studies, and more. Relying on a professional team, project experience, and advanced equipment, the Company provided efficient quality research support for drug development. Additionally, ChemExpress engaged in discussions with industry peers on trends in pharmaceutical quality testing, committed to safeguarding drug safety through innovative technologies and stringent standards, thereby promoting high-quality industry development.



On-site at the Conference



⁴ CNAS: China National Accreditation Service for Conformity Assessment.

⁵ GMP: Good Manufacturing Practice.

Quality Audit

ChemExpress places great emphasis on quality audits and has established an internal audit system centered around the *Self-Inspection Management Procedures*, which comprehensively covers key areas such as the quality management system and laboratory controls. We regularly conduct self-inspections to systematically review the operation of the quality system, product process parameters, process control, and various non-conforming batches. Additionally, we compile annual product quality reviews to deeply analyze quality trends, implement precise management optimizations, and continuously improve product quality. During the reporting period, ChemExpress conducted more than 10 self-inspections across all sites, with no critical deficiencies identified; all minor deficiencies detected have been fully remediated.

We proactively accept and actively cooperate with various reviews conducted by external clients and regulatory bodies. During the reporting period, the Company has undergone a cumulative total of 121 customer audits and 21 third-party and regulatory audits, all of which were recognized for professional and compliant quality management performance, achieving a 100% audit pass rate, demonstrating the effectiveness and reliability of our quality management system, thereby further solidifying customer trust and compliance reputation.

During the reporting period

ChemExpress conducted self-inspections across all sites more than

10 times

the Company has undergone cumulative customer audits

121 times

third-party and regulatory audits

21 times

all of which were recognized for professional and compliant quality management performance

achieving an audit pass rate of

100%



Chongqing ADC CDMO Manufacturing Site Passes EU QP Audit

In June 2025, ChemExpress Biologics (Chongqing) Co., Ltd. successfully passed the Qualified Person (QP) audit, signifying that its quality management system and production capabilities have met the standards of EU Good Manufacturing Practice (GMP). This ensures high-quality R&D and production of monoclonal antibodies, bispecific antibodies, polyclonal antibodies, recombinant proteins, and antibody-drug conjugates (ADCs), laying a solid foundation for further expansion into both domestic and international markets.

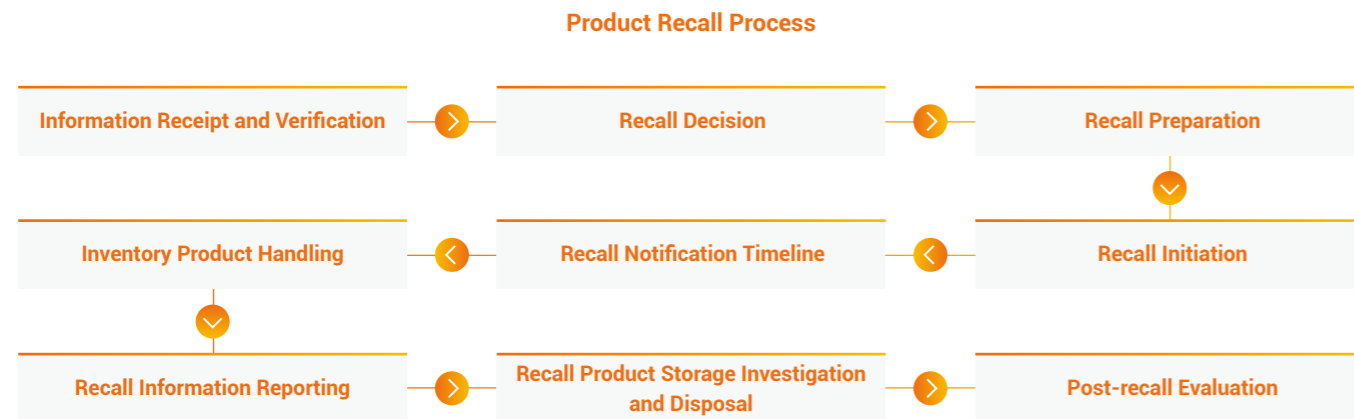


Chongqing ADC CDMO Manufacturing Site

In addition, we have established a supplier quality audit management system. The audit forms include on-site audits, remote audits, document reviews, and questionnaire surveys. We implemented differentiated audit strategies based on the risk level of suppliers and the type of materials they provide. For high-risk critical suppliers, we conduct comprehensive audits combining "on-site audits with questionnaire surveys," focusing on their quality systems, production site controls, and laboratory management. Issues identified during these audits have been addressed to ensure continuous control over our supply chain quality. During the reporting period, about 40 times on-site, remote, and document audits were completed, covering suppliers of materials, packaging materials, and critical consumables.

Product Recall

The Company strictly adheres to the requirements of regulations such as the *Drug Recall Management Measures* and the *Good Manufacturing Practice (GMP) for Drugs*, establishing a systematic Standard Operating Procedure (SOP) for the *Recall of Products*. It clearly defines the responsibilities and action norms throughout the entire product recall process, ensuring that in case of any quality deviations or potential safety risks with products, it can swiftly and orderly initiate the recall procedure to maximize risk control and safeguard public medication safety.



To continuously enhance emergency response capabilities and process reliability, the Company organizes a full-chain mock recall exercise at least once every three years. These exercises simulate real scenarios to test the feasibility, timeliness, and team coordination efficiency of the recall mechanism. During the reporting period, the Company did not record any major quality-related incidents involving its products.

Quality Culture Construction

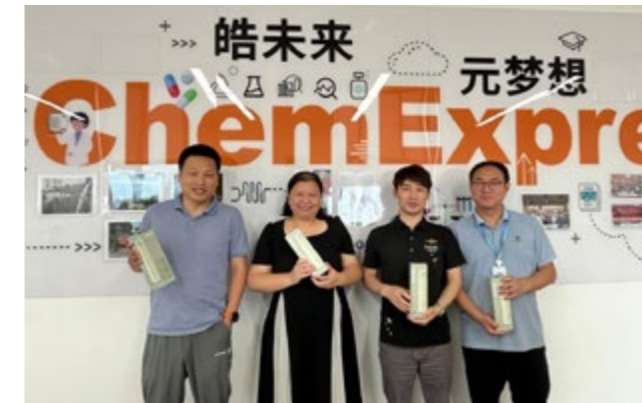
ChemExpress has continuously strengthened employees' abilities in quality and compliance by formulating an annual training plan and systematically delivering product quality training in accordance with this plan. The training covers all key quality-related functions, including QA, QC, production, engineering, warehousing, IT, and HR. In 2025, in response to the frequent updates of pharmaceutical regulations both domestically and internationally, we leveraged our training management system and Cloud Classroom to organize targeted training on key regulations, including the *Pharmacopoeia of the People's Republic of China*, etc. Meanwhile, we conducted gap analyses of internal documentation to ensure that operations across all processes remain aligned with the latest regulatory requirements.

In addition, ChemExpress conducts annual Quality Month series of activities across all the sites. Through various forms such as slogan collection, knowledge competitions, and selection of quality stars, the Company continuously fosters a cultural atmosphere that encourages full participation and pursuit of excellence in quality.



Quality Month Event

In September 2025, ChemExpress Biologics (Chongqing) Co., Ltd. hosted its first Quality Month event under the theme "Quality as the Foundation, Value as the Cornerstone, A Promising Future Ahead." The event systematically enhanced overall quality awareness and compliance capabilities through various activities such as soliciting rationalization suggestions, sharing typical quality cases, regulatory training, knowledge quizzes, and interactive fun sessions.



Event Scene

Customer Service

ChemExpress focuses on customer needs to build a standardized customer service system that spans the entire project lifecycle. The Company establishes regular two-way communication and closed-loop feedback mechanisms, conducts multi-dimensional customer satisfaction surveys, and continuously optimizes service quality to deliver value experiences that exceed customer expectations.

Customer Communication and Feedback

ChemExpress always prioritizes customer service, establishing a comprehensive communication guarantee mechanism that covers all stages. By forming a 24/7 support team and building diversified communication channels, the Company ensures timely responses and efficient support throughout the entire product usage cycle for its customers.

ChemExpress Communication Channels

Official Website After-sales Service 🌐

- If you encounter any problems during product use, you can submit feedback through the after-sales channel on the official website.

Sales/Customer Service Channel 📞

- During the service process, sales and customer service staff can promptly feedback upon receiving customer complaints.

Follow-up Channel 📞

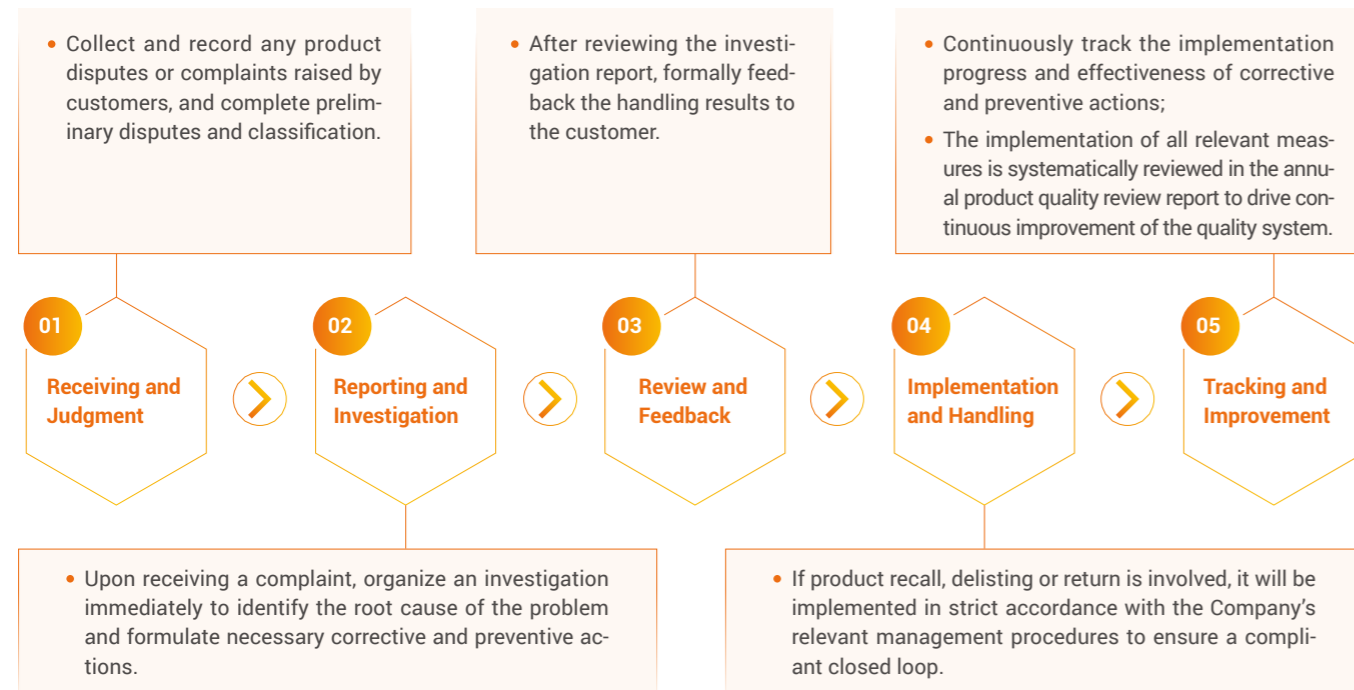
- Assign dedicated personnel to conduct telephone follow-ups.

Other Channels ✉️

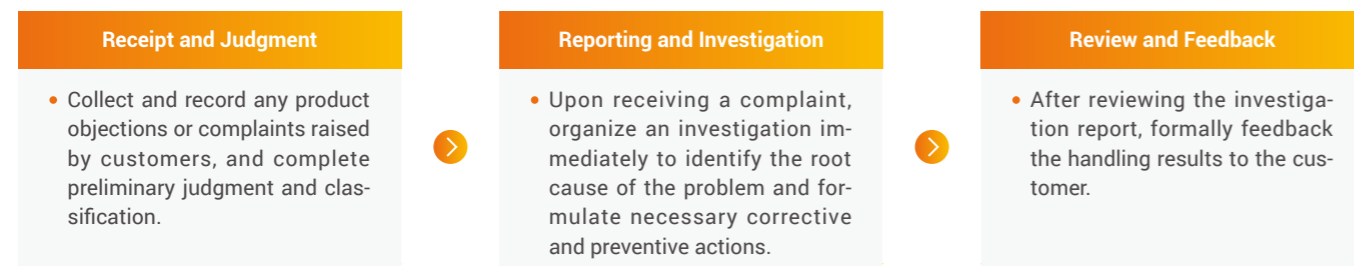
- Submit feedback through channels such as email, telephone, online chat on the website, WeChat Official Account, and mini-program customer service.

The Company strictly adheres to internal management policies, including the *Customer Complaint Management Procedures*, and has established a standardized and efficient customer complaint handling mechanism. Complaints are managed through a tiered approach, distinguishing between quality-related and non-quality-related issues, to ensure a structured process from receiving and assessment to resolution and feedback, achieving both high efficiency and transparency. During the reporting period, the Company maintained a 100% response rate and resolution rate for customer complaints, with all cases fully closed through corrective action implementation.

Process Flow for Handling Quality-Related Complaint Issues



Process Flow for Handling Non-Quality-Related Complaint Issues



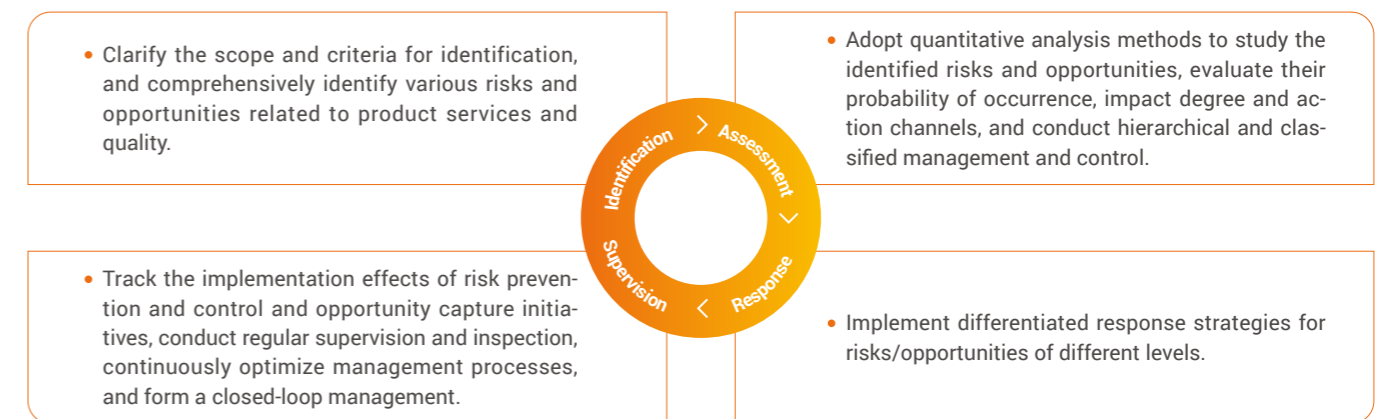
Customer Satisfaction Survey

ChemExpress is committed to transforming customer feedback into continuous improvement actions, strictly adhering to the *Customer Satisfaction Survey Management Policy*. We regularly conduct comprehensive customer satisfaction surveys covering the entire product lifecycle, focusing on key dimensions such as contract fulfillment quality, timeliness and accuracy of product delivery, product performance and reliability, professionalism of service response, and cost-effectiveness of solutions. Additionally, we have launched a "Satisfaction Incentive Program" to sincerely invite customers to share their experiences and opinions, fostering mutual improvement. In 2025, the customer satisfaction rate for ChemExpress' life science reagents business reached 99.70%, while that for API, intermediates, and drug products businesses reached 97.29%.

Impacts, Risks, and Opportunities Management

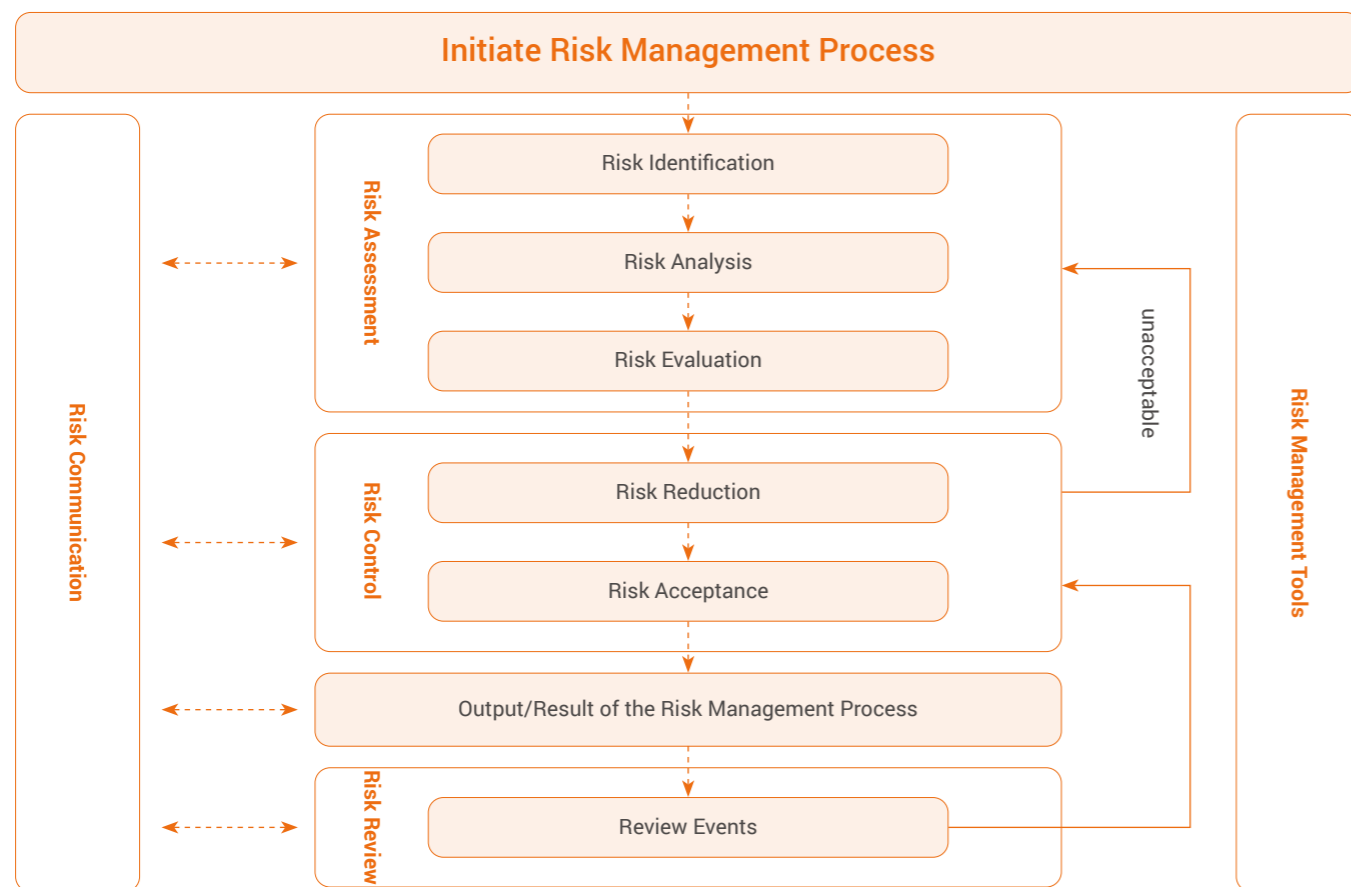
ChemExpress follows a comprehensive closed-loop logic of "identification-assessment-response-monitoring" to build a systematic product service and quality risk and opportunity management system. It systematically conducts analysis and quantitative evaluation around various risks and potential opportunities related to the product service and quality domain, focusing on assessing the likelihood, scope, degree, and pathways of impact for these risks and opportunities. Precise control strategies are then implemented accordingly.

Product Service and Quality Management Process



In addition, the Company has established and implemented Standard Operating Procedures (SOPs) for the *Quality Risk Management*. Based on a proactive prevention principle, we have set up routine risk monitoring and early warning mechanisms to ensure timely identification and accurate assessment of various potential quality risks. For high-risk scenarios, the Company develops special control plans and tracks their implementation effectiveness to genuinely reduce quality hazards. Furthermore, the Company regularly conducts trend analysis of quality data and reviews historical incidents to drive iterative optimization of the quality risk management system, continuously enhancing the quality assurance capabilities.





Indicators and Targets

ChemExpress has established a systematic set of quality management objectives and closely linked quality performance with employees' individual development. Quantitative targets are cascaded to each position, with achievement directly tied to performance evaluations and bonus allocation, forming an effective mechanism that aligns quality accountability with individual performance. In 2025, the Company's core quality management objective was to "ensure zero major quality incidents while continuously improving quality standards." This annual target was fully achieved.

Target

By 2030, achieve a **100%** certification rate of the ISO 9001 Quality Management System for major R&D centers and manufacturing sites.

Key Performance Indicators for Product Quality and Service in 2025

- ChemExpress conducted more than **10** self-inspections across all sites, with **no** critical deficiencies identified; all minor deficiencies detected have been fully remediated.
- The Company has undergone a cumulative total of **121** customer audits and **21** third-party and regulatory audits, all of which were recognized for professional and compliant quality management performance, achieving a **100%** audit pass rate.
- The Company did **not record** any major quality-related incidents involving our products.
- The customer satisfaction rate for ChemExpress' life science reagents business reached **99.70%**, while that for API, intermediates, and drug products businesses reached **97.29%**.

Innovative R&D

ChemExpress is committed to the vision of facilitating the research and development of new therapeutics by our partners with quality products and services based on scientific innovation and technological optimization. By carrying out this vision at every level of our organization, we will be recognized by our employees, customers and shareholders as the best company in the field of life science services, resulting in delivering valuable therapeutics to the patient at a faster rate and lower cost. The Company continuously focuses on innovative R&D, dedicated to providing green, efficient, and sustainable solutions for global healthcare through technological innovation.



Governance

To ensure the standardization and controllability of the R&D process, ChemExpress has established and effectively implemented management systems such as the *Standard Operating Procedure of Assessment of Project Establishment*, the *Standard Operating Procedure of Cost Change*, the *Project Evaluation Management Standard Process*, and the *Project Exception Management Process*, forming a comprehensive innovation and technology governance system. In 2025, we continued to optimize the *BU of CDMO R&D Project Initiation Assessment System*, further clarifying and optimizing objectives, establishing commercial evaluation mechanisms, strengthening process tracking and control, and enhancing strategic focus and conversion efficiency of R&D projects.

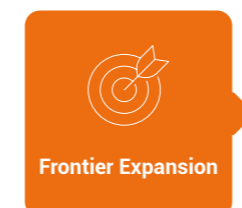
Strategy

ChemExpress adheres to market demand orientation and takes technological innovation as its core driving force, building an integrated technical service system covering key stages of drug R&D and manufacturing. Leveraging our deep technical expertise in medicinal chemistry, molecular simulation, and organic synthesis, we systematically advance a full industrial chain layout from RSMs, intermediates, APIs and drug products development. We strengthen vertical technological integration and horizontal business synergy, continuously enhancing the efficiency of R&D resource allocation, with the aim of becoming a significant partner in global drug R&D and manufacturing.

Innovation and R&D Strategy



- **Vertical Integration of the Supply Chain:** Focusing on key stages in small molecule drugs R&D and production, we continuously improve our product matrix from molecular building blocks, reference compounds, biochemical reagents to specialty API products. We also strengthen our technical reserves for high-barrier products and achieve industrial breakthroughs.
- **Horizontal Capability Expansion:** Actively expanding our patented API CDMO business, we enhance our capabilities in complex molecule process R&D and large-scale manufacturing capacity, thereby increasing technological value-added and deepening customer collaboration.



- **New Molecules and Technology Layout:** Strategically positioning ourselves in emerging fields such as XDC (Antibody-Drug Conjugates), PROTACs (Proteolysis Targeting Chimeras), oligonucleotides, diagnostic reagent raw materials, cell therapy, and expanding our product lines for biological proteins, antibodies, and related reagents. We aim to build a comprehensive research and service system covering multiple modalities of drug forms, promoting cross-fusion and collaborative innovation among various technology platforms.

ChemExpress systematically identifies various risks and potential opportunities in R&D and innovation, comprehensively evaluates their potential impacts on the Company's financial condition, operational efficiency, and cash flow, clarifies the extent and time frame of these impacts, and formulates targeted improvement plans based on the evaluation results. This approach aims to ensure risk control and opportunity conversion, thereby promoting high-quality advancement in R&D and innovation work.

Management of Risks and Opportunities in Innovation R&D

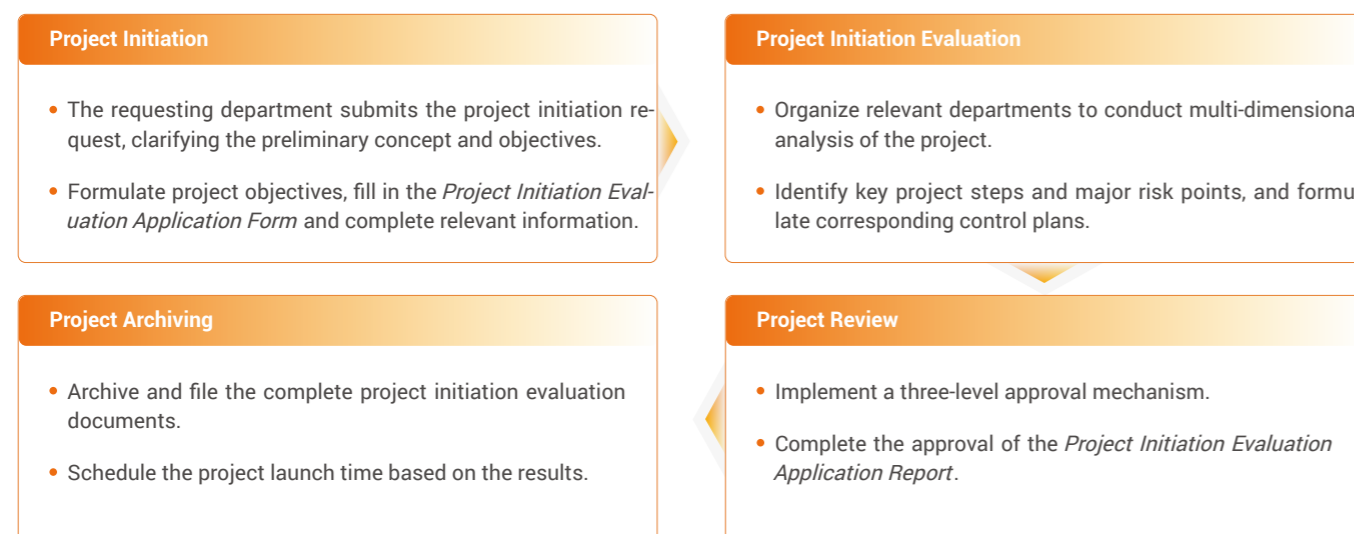
Type	Risk/Opportunity Overview	Time Horizon	Financial Impact
R&D Technology Failure Risk	Technical bottlenecks, inadequate experimental data, or difficulties in overcoming core technology challenges during the R&D process can lead to the stagnation or termination of R&D projects, preventing the achievement of expected outcomes.	Short- and medium-term	Increase R&D investment and reduce revenue from technology transfer, thereby impacting operational efficiency and short-term profitability.
R&D Non-Compliance Risk	Non-compliance with regulatory requirements in the pharmaceutical industry during R&D processes, experimental operations, and reporting of results may lead to penalties for non-compliance and project delays.	Short- and medium-term	Incur fine expenses, increase compliance rectification costs, delay the implementation of R&D results, and indirectly impact revenue forecasts and cash flow stability.
Opportunities for Technological Innovation Breakthroughs	Focus on core areas for technological research and development, achieve breakthroughs in key technologies, develop proprietary intellectual property, and enhance the core competitiveness and industry influence of our products.	Long-term	Improve price premium of our products, expand market share, increase revenue from technology licensing and technology transfer, optimize financial status, and improve long-term profitability.

Response Measures

Project Initiation Management

ChemExpress has established a comprehensive risk management system that spans the entire R&D process. During the project initiation evaluation phase, we conduct multi-dimensional and integrated assessments from various perspectives including technology, market, patents, and commercialization to identify key risk points and develop targeted control measures. We require all R&D projects to undergo a three-tier review mechanism involving the business departments, business units, and Company headquarters, ensuring that projects pass rigorous scrutiny in terms of technical feasibility, commercial prospects, and strategic alignment. This systematic approach controls R&D risks from the outset.

Project Initiation Evaluation and Approval Process



Assessment Content of the Project Initiation Evaluation Application Form



To ensure project risks are manageable and R&D progress is on track, the Company has established a comprehensive project R&D monitoring mechanism that regularly tracks key indicators such as progress, costs, and quality to ensure efficient advancement of R&D work. Additionally, in response to potential anomalies, the Company clearly defines responsibilities and countermeasures based on the *Project Exception Management Process* to ensure timely risk identification and swift strategy adjustments.

Cultivation of Innovative Talent

To stimulate R&D innovation, ChemExpress has established a comprehensive innovation-driven mechanism covering patent applications, technology transfer, and honor incentives. Based on the *Patent Writing Process and Incentive Mechanism*, the Company implements a patent bonus system to encourage the R&D team to actively apply for patents, thereby ensuring the intellectual property protection of innovation achievements through institutional measures. Additionally, the Company incorporates new technological R&D outcomes into its performance evaluation system, promoting technology transfer through quarterly innovation awards and strengthening the linkage between technical breakthroughs and commercial applications.

ChemExpress holds annual patent commendation events, recognizing and rewarding individuals and teams that have made outstanding contributions in key technological areas. These foster an organizational culture that values innovation and encourages technical breakthroughs. Additionally, we place great emphasis on the development of R&D talent, providing growth training for researchers through a dual-channel model combining online and offline methods. In 2025, the Company's BU of CDMO organized over 20 training sessions around 18 themes, with more than 600 participants in attendance. This effectively supported the continuous updating of professional knowledge and the advancement of overall capabilities within the R&D team.

In 2025

The Company's BU of CDMO focused on

18 themes

conducting training over

20 sessions

with more than

600 participants

Innovation, R&D Achievements, and Progress

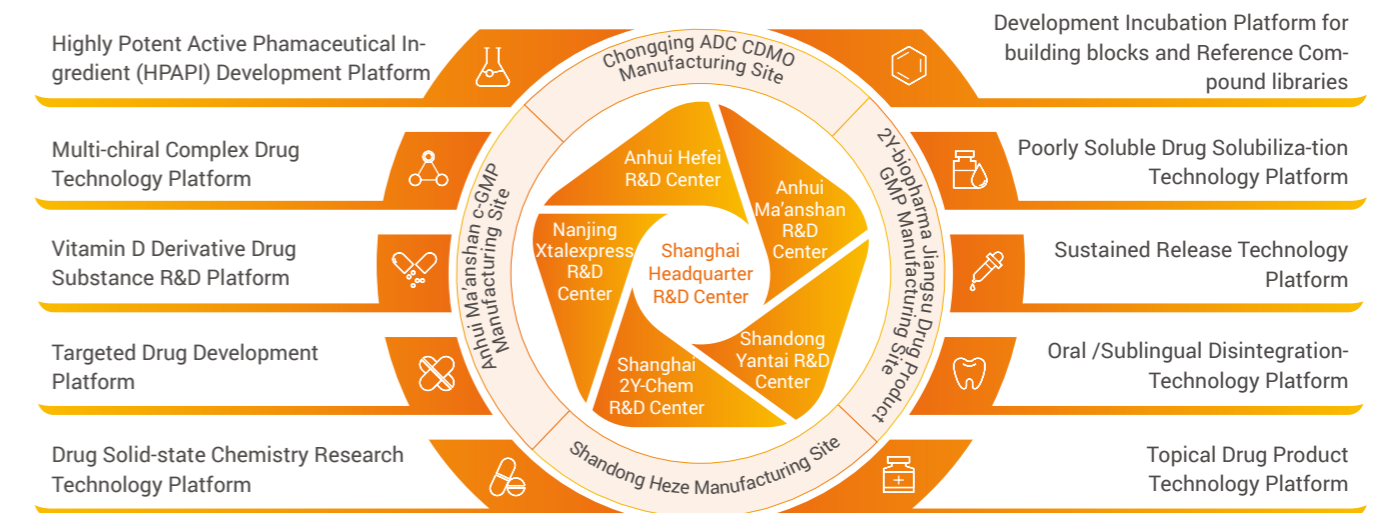
ChemExpress has established an integrated R&D network centered on its Shanghai Headquarter R&D Center, working in concert with six specialized R&D centers located in Anhui, Shandong, and other regions. This network forms an R&D matrix spanning key industrial regions across East China and North China, with each center defined by a differentiated functional focus, achieving efficient collaboration and complementary capabilities across the continuum from early-stage research and process development to industrial scale-up. In 2025, the Company established a new Chongqing ADC CDMO Manufacturing Site. By continuously advancing project transitions into the CMC (Chemistry, Manufacturing, and Controls) stage and introducing Abtis site-specific conjugation technology, the Company has optimized its end-to-end service capabilities spanning from gene sequence to commercial manufacturing, forming a closed-loop system from R&D to production and laying a solid foundation for efficient operations and sustained growth.

R&D Center and Manufacturing Site Matrix

Shanghai Headquarter R&D Center <ul style="list-style-type: none"> Process development for intermediates and APIs and CDMO services CMC technical services in innovative drug CDMO business, as well as FTE and analytical testing services CNAS laboratory accreditation certificate 	Shanghai 2Y-Chem R&D Center <ul style="list-style-type: none"> API CMC Formulation CMC GMP preparation of API clinical samples 	Anhui Ma'anshan R&D Center <ul style="list-style-type: none"> Development and CDMO services for generic drugs of intermediates and APIs Development of high-difficulty, high-potency specialty APIs and gram-scale synthesis, etc.
Nanjing Xtalexpress R&D Center <ul style="list-style-type: none"> Crystal technology testing and service platform Jiangsu Province CMA Accreditation Certificate for Inspection and Testing Institutions 	Anhui Hefei R&D Center <ul style="list-style-type: none"> Pharmaceutical R&D and bioreagent industrialization base project R&D and synthesis of life science reagents 	Shandong Yantai R&D Center <ul style="list-style-type: none"> New drug creation and R&D service base project R&D of innovative drug reference compounds and CRO services
Anhui Ma'anshan c-GMP Manufacturing Site <ul style="list-style-type: none"> API and intermediate process development and manufacturing (CDMO) Peptide drug process development and manufacturing (CDMO) 	Shandong Heze Manufacturing Site <ul style="list-style-type: none"> High-end pharmaceutical intermediates and active pharmaceutical ingredients (APIs) CDMO industrialization project 	
2Y-Biopharma Jiangsu Drug Product GMP Manufacturing Site <ul style="list-style-type: none"> Innovative drug formulation development and GMP formulation platform project for dosage form production 	Chongqing ADC CDMO Manufacturing Site <ul style="list-style-type: none"> Development, production, and formulation filling of XDC drugs Antibody-Drug Conjugate (ADC) CDMO facility project 	

ChemExpress has established 10 core technology platforms that support exploratory research at the laboratory scale as well as commercial-scale production stages. These platforms provide robust and reliable technical assurance and industrialization support throughout the entire lifecycle of API and formulation projects.

ChemExpress's Ten Core Technology Platforms



By the end of the reporting period, the Company had accumulated an inventory of life science reagents approximately 159,000 varieties, including more than 98,000 building blocks and over 60,000 reference compounds and biochemical reagents. Additionally, the Company has established more than 250 integrated compound libraries, providing a comprehensive product and technical service system covering the entire pharmaceutical and biotechnology industry chain to global pharmaceutical companies and research institutions, continuously empowering new drug R&D and industrial transformation processes.



Impacts, Risks, and Opportunities Management

ChemExpress has established a systematic innovation and R&D risk and opportunity management process, strictly adhering to the core logic of "identification-assessment-management." The Company conducts comprehensive analysis and quantitative evaluation of the likelihood, impact severity, and impact pathways of various risks and opportunities in the R&D domain. This enables effective control over uncertainties throughout the entire R&D process, proactively identifying and seizing key development opportunities such as green innovation and technological iteration, thereby driving the transformation of R&D outcomes into sustainable value.

R&D and Innovation Management Process



Indicators and Targets

ChemExpress tracks core data such as R&D investment, composition of R&D personnel, and progress in technological iteration, establishing a systematic mechanism for data collection, organization, and disclosure. We continuously optimize the allocation of R&D resources to drive steady improvements in innovation capabilities. For more key performance indicators related to innovation and R&D, please refer to the Appendix "Key Performance Table."

R&D Investment in Innovation and Achievements

R&D investment	An increase compared to the same period last year	Number of patents granted	Number of utility model patent granted	Number of invention patents granted
RMB 237.62 million	4.7%	17	2	15

Responsible Marketing

ChemExpress deeply integrates the principles of responsible marketing into all aspects of marketing activities, strictly complying with applicable laws, regulations, and industry standards in the operating locations. The Company has established and continuously improved the *Responsible Marketing* policy, building a comprehensive accountability loop that spans from decision-making to execution, and from innovation to risk control, ensuring all marketing activities are conducted in full compliance. We uphold the principle of integrity, strictly prohibit any false or misleading promotion, and respect our competitors, thereby fostering a fair and healthy competitive environment within the industry.



Responsible Marketing Management System

Information Transparency and Customer Empowerment

- Commit to providing clear and accurate product and scientific information across all promotional channels, eliminating misleading promotions;
- Enhance customer professional knowledge through educational marketing activities such as online webinars and specialized training, empowering their scientific decision-making process.

Innovation Management and Feedback Loop Closure

- Under the premise of compliance, encourage responsible marketing innovation through institutionalized customer feedback and improvement loops. Regularly collect and analyze opinions to clarify responsibility attribution and drive continuous optimization of products, services, and strategies.

Integration of Environmental and Social Value

- Implement green marketing practices by prioritizing environmentally friendly solutions in materials, packaging, and communication to reduce resource consumption;
- Build a responsible industrial ecosystem through collaborative partnerships that share knowledge resources and collectively enhance industry standards.

Brand Reputation and Risk Management

- Shape a responsible image through brand communication and establish a reputation monitoring and response mechanism to promptly address market feedback.

We place great emphasis on the development of a culture of responsible marketing. Through regular specialized training programs focused on responsible marketing, we continuously reinforce employees' awareness of responsibility and professional capabilities. Additionally, we have established an internal feedback mechanism to ensure that all management initiatives are effectively implemented and continuously optimized in daily operations. This provides robust support for responsible marketing from both organizational culture and behavioral standards perspectives. The training was based on real data for product promotion, combining practical sales success cases with years of industry experience to enhance the communication skills and technical know-how of our sales representatives. It also clearly defined target customer groups and precise development directions. In 2025, we conducted a total of 14 sessions of responsible marketing training, systematically explaining the knowledge and core advantages across our entire product line.

Industry Synergy

ChemExpress leads the end-to-end supply chain upgrade with ESG principles, continuously optimizing its supplier management system to enhance risk identification, assessment, and control capabilities within the supply chain. This approach promotes high-quality and sustainable development throughout the industrial chain.



Supplier Management System



ChemExpress has formulated internal management documents such as the *Procurement SOP*, the *SOP for Suppliers Management*, the *SOP for Supplier Quality Management Procedures*, and the *SOP for Quality Audit OnSite*. These documents establish a comprehensive supplier lifecycle management system covering all stages from "admission - audit - suspension and cancellation", systematically enhancing the standardization of supplier management. To effectively implement these management requirements, the Company has established a supply chain governance system centered around the procurement department, with collaboration among multiple departments including R&D, production, quality control, etc. Through cross-departmental cooperation and process-based controls, the Company achieves responsible supply chain governance.

Supplier Full Lifecycle Management System

Supplier Admission

- Utilize third-party platforms for preliminary background checks to identify compliance risks such as registration information, establishment time, contract disputes, administrative penalties, product patents, ISO 9001 certification, and other qualifications;
- Develop differentiated inspection checklists for various types of suppliers, integrate the findings to form a comprehensive assessment conclusion, which serves as the core basis for admission;
- Prior to formal admission, strictly adhere to internal quality requirements and GMP standards, and conduct a thorough risk assessment by integrating all screening and inspection information.

Supplier Audit

- Comprehensively evaluate supply capabilities based on daily performance metrics such as orders, shipments, quality, and payment terms. Use the evaluation results as a critical basis for subsequent cooperation strategies and allocation of order resources.

Suspension and Cancellation

- Suppliers that cause significant impact on cooperation due to production halts or issues in delivery, business operations, or services are placed on a suspension list;
- Suppliers with multiple quality failures, audit non-compliance, or major legal violations will be removed from the supplier directory after review and confirmation;
- Suppliers severely violating business ethics or posing significant ESG risks will be added to the blacklist.

Once suppliers have completed the admission process, we screen and categorize existing suppliers and apply differentiated management based on the classification results, enhancing the overall operational efficiency and risk resilience of the supply chain. In 2025, we classified suppliers into three tiers – strategic suppliers, key suppliers, and general suppliers – based on annual transaction volume and the degree of mutual dependence between the parties.

Supplier Distribution

Total number of suppliers

4,814

Number of suppliers in Chinese Mainland

4,575

Number of suppliers in Hong Kong, Macao, Taiwan, and overseas

239



In addition, ChemExpress continuously promotes diversification of supply sources, actively collaborates with business entities owned by minority and female groups, and consistently expands local supply channels. We deepen cooperation with domestic suppliers to gradually reduce dependence on imported materials through high-quality domestic raw materials, achieving a diversified supply source layout. At the same time, the Company strictly adheres to relevant laws and regulations, maintaining fairness in the supply chain ecosystem and safeguarding the legitimate rights and interests of small and medium suppliers, and ensuring timely payments to small and medium enterprises according to regulations. As of the end of the reporting period, the Company has collaborated with 1,278 local suppliers.

Supply Chain ESG Management



ChemExpress has established internal management systems such as the *SOP of Sustainable Procurement Policy* and the *SOP for Suppliers Management*, integrating ESG requirements including business ethics, employee rights, occupational health and safety, environmental protection, and supplier diversity into supply chain management. We have set sustainable procurement management goals and incorporated supplier sustainability management into the performance evaluation system for procurement personnel to drive compliant operations and sustainable development within the supply chain.



Sustainable Procurement Goals



The Company requires all strategic suppliers to sign the *Supplier Code of Conduct*, clearly defining the ESG compliance and management requirements at the supply chain end, ensuring that suppliers strictly adhere to relevant regulations on labor rights protection, occupational health and safety, and environmental protection. Additionally, the Company continuously deepens its sustainable supply chain responsibility mechanism by incorporating social and environmental oversight clauses related to environmental compliance, occupational health, and workplace safety into supplier procurement contracts, requiring suppliers to strictly fulfill these requirements and undergo evaluations.

The Company rigorously verifies suppliers' relevant qualifications, including the *Hazardous Chemicals Production License* and the *Hazardous Chemicals Business License*. We also require such suppliers to establish and continuously improve standardized work safety management systems, strictly implement safety operation procedures and protective measures, and ensure that personnel in relevant positions are professionally trained, certified, and qualified before assuming their roles. These measures safeguard the compliance and sustainability of the supply chain.

Supply Chain Risk Assessment and Audit

ChemExpress has established a systematic supplier risk assessment mechanism and a diversified supply assurance system, comprehensively enhancing supply chain coordination efficiency and resilience. Leveraging standardized tools such as the *Supplier Questionnaire* and the *Supplier Quality Evaluation Record Sheet*, the Company conducts due diligence and ongoing dynamic assessments across multiple dimensions, including legal compliance, quality standards, and delivery capability, to evaluate suppliers' overall risk profile and their ability for a stable and sustainable performance.

Meanwhile, the Company optimizes the supply chain layout to reduce dependence on single suppliers or regions. We continuously monitor market price fluctuations, analyze abnormal trends, and plan inventory reserves and supply routes in advance based on production needs to ensure the continuity of raw material supplies. To enhance autonomous control over the supply chain, the Company has shifted the procurement of certain key intermediates from external sources to internal production and achieved commercial application through process optimization, effectively mitigating potential impacts from external supply disruptions and price volatility.

Supplier Due Diligence Mechanism

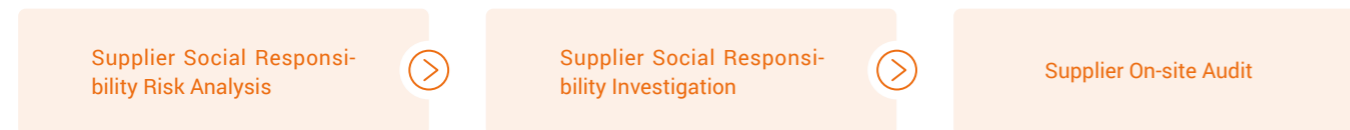
Corporate Qualifications	<ul style="list-style-type: none"> Key verification includes the validity and compliance of supplier qualification documents such as business licenses, work safety permits, pharmaceutical production permits, hazardous materials operation permits, and registration certificates for packaging materials and containers.
Organization and Personnel	<ul style="list-style-type: none"> Confirm that the supplier's quality management department operates independently; Verify whether the supplier has established a comprehensive employee training program and maintains complete training records as required.
Facilities and Equipment	<ul style="list-style-type: none"> Confirm that suppliers have implemented necessary pest control measures to prevent environmental risks and material contamination; Verify that equipment and instruments are in good working condition, properly arranged, and conducive to standardized operations and routine maintenance; Ensure that dedicated equipment is used according to regulations and cleaned as required, while non-dedicated equipment has effective measures in place to avoid cross-contamination; Check that facilities and equipment have undergone maintenance and servicing as per regulations, with measuring instruments calibrated and certified.
Production Management	<ul style="list-style-type: none"> Ensure that the production batch records of suppliers are fully traceable throughout the process, with no mixed batch shipments; all batches involved in mixing meet the standards; Verify if standardized procedures for cleaning, clearance, and control of non-conforming products have been established; Confirm that suppliers have established solvent recovery standards and adhere to standardized rework procedures; Check that equipment is clearly labeled, packaging materials provide adequate protection for the product, and old labels are removed when reused containers are utilized; Ensure that the production site is clean and free from contamination, and employees' work attire complies with regulatory requirements.

Warehouse Management	<ul style="list-style-type: none"> Confirm that the supplier's warehouse storage conditions, material identification, inspection status, sampling measures, stacking management, inbound and outbound ledgers, packaging sealing, shipping labels, and inspection reports all comply with relevant control requirements.
Emergency Abnormalities and Crisis Management	<ul style="list-style-type: none"> Verify whether suppliers have established procedures for pollutant discharge control and assess whether any exceedances of emission standards have occurred; Confirm whether suppliers have experienced disruptions such as water or power outages, peak-load production restrictions, abnormal production planning, or crisis-induced shutdowns; Review whether suppliers have encountered work-related injuries or safety incidents, and evaluate the effectiveness of their occupational health and safety management and risk control capabilities.
Quality System Management	<ul style="list-style-type: none"> Verify that suppliers have established a sound quality management system, covering core procedures such as change control and deviation management; Review whether standardized procedures are in place for complaint handling, outsourced testing, returns management, and the handling of non-conforming products; Ensure effective control over finished product release to safeguard the quality and safety of end products; Assess whether suppliers conduct regular internal audits to continuously improve their quality management systems.
Quality Procedure Control	<ul style="list-style-type: none"> Ensure that suppliers conduct full-scope testing in accordance with quality standards and have established and effectively implemented out-of-specification (OOS) control procedures; Verify that instrument usage and solution preparation follow standardized procedures with complete documentation, and that labeling complies with regulatory requirements; Confirm that suppliers maintain formal documentation for sample retention and stability studies, with all shipped finished products retained as required; Review that sample handling and testing processes are governed by standardized procedures, fully documented, and reviewed and signed off by responsible personnel; Confirm that suppliers have established written procedures defining material shelf life and retest periods to mitigate quality and safety risks.

ChemExpress conducts supplier background investigations based on the *Supplier Corporate Social Responsibility Risk Analysis*, focusing on evaluating their qualifications and performance in areas such as labor rights, occupational health and safety, and environmental compliance. For existing suppliers, the Company carries out social responsibility questionnaire surveys to assess their compliance in aspects including social responsibility management systems, environmental compliance, health and safety, child labor and forced labor, compensation and benefits, and working hours. The assessment results serve as a critical basis for determining whether to continue the partnership.

In addition, the Company has further conducted supplier audits, focusing on their compliance and management levels in occupational health and safety, quality management, warehouse management, customer complaint handling, and work environment. Based on the audit results, the Company assists suppliers in formulating corrective and preventive measures and requires non-compliant suppliers to implement them. Furthermore, the Company incorporates sustainable performance of suppliers into the procurement personnel's performance evaluation system and mandates that procurement staff conduct social responsibility assessments of suppliers to ensure they continuously meet sustainability standards.

Supplier Evaluation and Audit Process



Supplier Communication and Support

To systematically enhance the sustainability capabilities of its supply chain, ChemExpress has conducted specialized sustainable procurement training for its purchasing personnel. The training covers key areas such as supplier compliance with commercial ethics, protection of labor rights, occupational health and safety, and environmental compliance management in production. We have clarified the responsibilities of the procurement team in supplier social responsibility audits and ESG performance evaluations, ensuring that sustainability principles are effectively implemented in procurement decisions and execution.

The Company conducts specialized "Occupational Safety and Environmental Compliance" training for key material suppliers, clearly outlining the Company's ESG compliance baseline and core requirements in work safety and environmental management. The training emphasizes specific management standards in areas such as workplace injury prevention, pollutant reduction, energy efficiency improvement, and environmental hazard inspection. It aims to enhance suppliers' ESG awareness and practical capabilities, thereby supporting the coordinated improvement of sustainability management across the supply chain.



Industry Collaboration

ChemExpress is well aware that open collaboration and ecosystem co-construction are the key drivers for sustainable development in the pharmaceutical industry. As a leading Company with significant influence in the sector, we actively contribute to the establishment of industry standards, organize and participate in industry forums and exhibitions, thereby promoting industrial innovation and technological advancement.



Industry-University-Research Collaboration

ChemExpress actively engages in industry–university–research collaborations, achieving deep integration in talent development, academic exchange, and other areas. The Company has established a sustainable cooperation model that generates outcomes with independent intellectual property rights, jointly translating scientific research into practical applications and contributing expertise and innovation to the advancement of the biopharmaceutical industry.

Collaborating with East China Normal University to Build an "AI + Biopharmaceuticals" Innovation Hub

In April 2025, the Company officially signed a collaboration agreement with East China Normal University to jointly establish the "AI Drug Discovery Joint Laboratory." This initiative aimed to integrate both parties' advantageous resources and focus on drug molecular space exploration applications. By leveraging advanced artificial intelligence algorithms and big data analytics technologies, the laboratory would address key technological bottlenecks in new drug development, accelerating the progress of biopharmaceutical research and technology transfer within China.



Signing and Unveiling Ceremony of the "AI Drug Discovery Joint Laboratory"

Joint Construction of a National Intelligent Organoid Drug R&D Strategic Platform with the School of Pharmacy at Shanghai Jiao Tong University

In August 2025, the Company established a strategic partnership with the School of Pharmacy at Shanghai Jiao Tong University, focusing on "AI + organoids + drug development" to deepen industry–academia–research collaboration. The partnership fully integrated the university's scientific strengths with industrial resources to build a comprehensive "fundamental research → technology development → results translation → industrial incubation" ecosystem, providing robust technological support and talent assurance for high-quality, sustainable industry development.

The two parties were cooperating intensively along three core directions: jointly developing an intelligent organoid-based drug screening platform, accelerating the global deployment of precision medicine, and creating an integrated innovation ecosystem across industry, academia, and research. Together, they aimed to drive innovative breakthroughs and industrial implementation in the field of organoid-based drug development.



Signing Ceremony for Strategic Cooperation

Industry Co-development

ChemExpress organizes and participates in industrial salons, associations, and exhibitions⁶, such as EBC BIOCHINA, CPHI China, CPHI Frankfurt, CPHI Korea, CPHI Japan, and World ADC San Diego. The company establishes strategic partnerships with upstream and downstream enterprises across the industry chain to jointly promote technological innovation and high-quality development in the sector. In 2025, through targeted presentations, technology demonstrations, roundtable discussions, and on-site matchmaking, the company systematically showcased its integrated service platform for drug research and production—covering RSMs, intermediates, APIs and drugs products development. Combining this with actual industry needs, ChemExpress engaged in in-depth dialogues with multiple participating enterprises on R&D collaboration, industrial synergy, and long-term partnership models.

Hosting the "Exploring ADC Conjugate Drugs" Special Forum to Provide a Technical Exchange Platform

The Chinese Biopharmaceutical Association CBA-China Annual Conference in 2025 (CBA-China) concluded at the Suzhou International Expo Center in June. During the conference, ChemExpress hosted the special forum themed on "Exploring ADC Conjugate Drugs: From Discovery to IND Application – Insights into Technical Research." The forum invited multiple industry experts and partners to deliver keynote speeches, focusing comprehensively on the core pathways of conjugate drugs from R&D to IND (Investigational New Drug) application, as well as from process optimization to industrialization. This promoted knowledge dissemination and collaborative innovation in the ADC field, offering a high-quality platform for sharing technical experiences within the industry.



Photos of Speakers at the Special Forum



EBC BIOCHINA Roundtable Meeting



CPHI China Exhibition



CPHI Frankfurt



Presentation at the forum

⁶ Such as BIOCHINA, CPHI China, CPHI Frankfurt, CPHI Korea, CPHI Japan, and World ADC Sandiego, etc.

Strategic Cooperation with AbTis to Accelerate the Development of Next-Generation ADC Drugs

In May 2025, ChemExpress signed a Memorandum of Understanding (MOU) with AbTis Co., Ltd., a South Korean ADC biotechnology Company. Both parties would leverage their core strengths in bioconjugation technology and industrialization to integrate cutting-edge targeted conjugation technologies and comprehensive ADC R&D capabilities. This collaboration aimed to accelerate the development process of next-generation ADC drugs, enhance global competitiveness within the ADC industry chain, and expedite innovative therapies for patients in urgent need of treatment, thereby creating lasting value for human health.



Signing Ceremony of Strategic Cooperation Agreement

Strategic Cooperation with IMBIORAY to Open a New Chapter in ADC Innovative Drug R&D

In July 2025, ChemExpress entered into a strategic cooperation agreement with IMBIORAY (Hangzhou) Co., Ltd. The collaboration focused on the process development, GMP production, and commercial advancement of innovative drug antibodies and antibody conjugate drugs (ACC, AXC, and cell connectors), involving multi-level and multi-project cooperation.



Signing Ceremony of Strategic Cooperation Agreement

Strategic Cooperation Agreement with Mabwell and Insilico Medicine to Efficiently Advance ADC Drug Innovation and Development

In September 2025, ChemExpress officially announced a strategic cooperation agreement with Mabwell (Shanghai) Bioscience Co., Ltd. and Insilico Medicine Cayman TopCo. The three parties would adhere to the principles of "complementary strengths, shared resources, collaborative innovation, and mutual benefit" to jointly develop a novel ADC compound library covering hundreds of targets, identify and advance next-generation ADC compound libraries, and accelerate the industrialization and commercialization of innovative ADC drugs.



Signing Ceremony for Strategic Cooperation in ADC Drug R&D



PART 03

Demonstrating ChemExpress Capability through Responsibility

ChemExpress has always regarded its employees as its most valuable asset and fulfilling social responsibilities as the cornerstone of corporate growth. We continuously build an inclusive employment environment internally, establish a comprehensive welfare system, organize diverse caring activities, develop systematic career advancement pathways, and maintain a healthy and safe working environment. Additionally, we actively engage in community development initiatives, support rural revitalization efforts, and participate in public welfare programs to strive for harmonious coexistence between corporate development and social value creation.

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Employee Rights and Benefits

ChemExpress upholds the values of equality, diversity, and inclusion, and is committed to creating an organizational environment that attracts and nurtures outstanding talent. We firmly believe that respecting and caring for employees can unleash the Company's internal and innovative potential. ChemExpress strives to offer a comprehensive employee benefits system. Through systematic care initiatives and open communication channels, we listen to employee feedback and respond to their needs, building a healthy, supportive, and inclusive workplace where everyone feels a sense of belonging.



Governance

ChemExpress adheres to a people-oriented philosophy, and strictly complies with local laws and regulations.. We rely on systems such as the *Recruitment Management Policy* and the *Labor Rights Protection Policy* to clearly define our employment management framework, ensuring the legitimate rights and interests of employees are protected.

Principles of Recruitment and Employment

Diversity and Equality in Employment

- We are committed to fostering a fair, open, and respectful employment environment. Throughout the entire process of recruitment, hiring, and workforce management, we adhere to the principles of equal opportunity and diversity and inclusion, and we firmly oppose and prohibit any form of discrimination based on gender, age, nationality, ethnicity, religion, political affiliation, place of birth, or any other personal characteristic protected by law.

Prohibition of Child Labor and Forced Labor

- During the recruitment phase, the Company strictly enforces an identity verification mechanism for new hires, conducting multiple information verifications to ensure that all employed individuals meet the legal working age, fundamentally eliminating the risk of child labor.
- The Company prohibits forced and fraudulent practices in the hiring process. We ensure that no fees are charged at any stage of recruitment or onboarding and commit to never withholding employees' identification documents under any pretext, safeguarding both their personal safety and property security.



Strategy

To systematically identify, evaluate, and address potential risks and opportunities related to employee rights and benefits, the Company has established a continuous mechanism aimed at building a stable, healthy, and sustainable employee relationship ecosystem to support long-term organizational development.

Employee Rights and Benefits Risk and Opportunity Management

Type	Risk/Opportunity Overview	Time Horizon	Financial Impact
Risk of Talent Loss	If employee incentive mechanisms, career development pathways, or the competitiveness of compensation and benefits are inadequate, it may lead to the loss of key technical and managerial talent, impacting R&D stability and team morale.	Short-, medium-, and long-term	Employee turnover leads to increased recruitment and training costs, project delays, which result in deferred revenue and weakened competitiveness.
Opportunities for Building Trust and Communication among Employees	By establishing a regular two-way communication mechanism, the Company enhances information transparency between management and employees, effectively reducing misunderstandings, suspicions, and internal conflicts caused by information asymmetry.	Medium- and long-term	This strengthens organizational cohesion and decision-making efficiency, reduces internal friction and talent turnover caused by poor communication, and indirectly enhances organizational stability and operational effectiveness.

Response Measures

Equal Employment

The Company is committed to eliminating child labor and all forms of forced labor, firmly safeguarding the basic rights and dignity of all employees. Additionally, we ensure that all employees have equal opportunities for career advancement and promotion based on their qualifications and abilities, and are protected from any form of workplace bullying, harassment, and discrimination.

In addition, the Company has established a whistleblowing mechanism to adopt a zero-tolerance policy towards inappropriate behaviors such as discrimination, harassment, child labor, and forced labor. We commit to maintaining strict confidentiality of reported information, fully protecting the legal rights of whistleblowers, strictly prohibiting any form of retaliation, and taking appropriate measures including disciplinary actions against verified violations to uphold the credibility of our systems and ensure a fair, healthy, and safe working environment. In 2025, there were no incidents of improper hiring or discrimination within the Company.

Whistleblowing Email:
hr05@chemexpress.com



Compensation and Performance Management

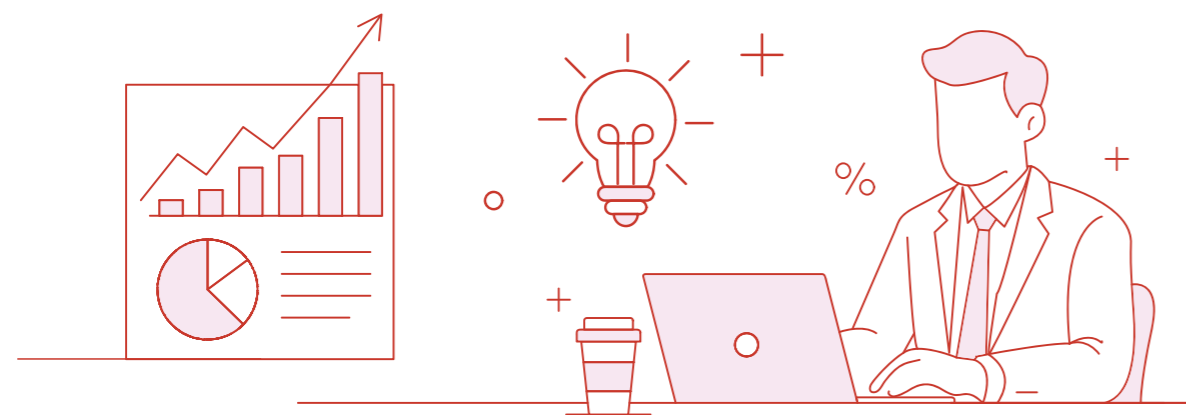
The Company has established a competitive and fair compensation management and incentive system based on the *Remuneration and Benefits Management Policy*, clearly defining principles for salary distribution. Annually, we conduct a systematic review and dynamic adjustment of the compensation structure in conjunction with overall corporate performance, operational efficiency, external market compensation levels, and individual employee performance. Outstanding performers are provided with targeted incentives to ensure that compensation accurately reflects industry value and personal contributions. Additionally, we commit to equal pay for equal work, ensuring that employees performing the same job, possessing equivalent skills, and making similar contributions receive equitable compensation without discrimination based on gender or other factors. This approach strengthens internal fairness and energizes organizational vitality.

In 2025, the Company systematically established a differentiated performance management system tailored to actual business needs, in alignment with strategic development goals, operational tasks, and characteristics of different business phases. This was done by considering job categories, personnel levels, and regional differences. We have formulated and implemented the *Performance Appraisal Management Policy*, which includes various assessment models such as commission-based systems, target-based systems, project-based systems, piece-rate systems, KPI evaluations, 360-degree assessments, and team performance reviews. The evaluation cycles cover monthly, quarterly, and annual periods to accurately measure and incentivize the value contributions of different positions. Performance evaluation results are comprehensively integrated into the Company's human resources decision-making system, serving as a core basis for employee salary adjustments, job level promotions, year-end bonus allocations, and long-term incentive plans (such as equity incentives).

Performance Evaluation Reference

Evaluation Methods	Scope of Application	Evaluation Content
360-Degree Performance Evaluation	Sales Position	The market position, customer service position, and technical support position provide a 360-degree performance feedback evaluation of the sales position based on collaborative cooperation.
Team Performance Evaluation	Management Position	Performance indicators for the team as a whole, including performance metrics, cost metrics, operational management metrics, EHS (Environment, Health, and Safety) metrics, and organizational and talent development metrics.

To establish an incentive system aligned with the Company's long-term development, and to attract and retain key talents, the Company systematically implements regular long-term equity incentives. By rolling out incentive programs that cover core management and backbone employees, we effectively mobilize their enthusiasm and creativity while closely integrating shareholder interests, corporate value, and individual employee rewards, fostering a collaborative and shared development synergy. As of the end of the reporting period, the Company has successfully implemented the 2022 and 2023 restricted stock incentive plans, the 2024 Employee Stock Ownership Plan (ESOP), and the 2025 restricted equity incentive plan, continuously refining its long-term value-oriented incentive mechanisms.



Employee Benefits

The Company places great emphasis on employee welfare and protection, systematically establishing a multi-tiered system that encompasses statutory benefits as well as supplementary benefits provided by the Company in accordance with the *Benefits Management Policy*. We have clearly defined the distribution standards and implementation procedures for various benefits. This is aimed at providing employees with solid living security and work support, enhancing their sense of belonging and fulfillment, and promoting the joint sustainable development of employees and the enterprise.

ChemExpress Employee Benefits

<p>Statutory Benefits</p>	<ul style="list-style-type: none"> The Company strictly adheres to national statutory holiday regulations, providing paid annual leave, marriage leave, bereavement leave, and other holidays for employees. On this basis, we have established a more inclusive and supportive special leave system: female employees are entitled to maternity leave (98 days, which can be extended by 60 days under certain conditions), miscarriage leave (15 or 42 days depending on the circumstances), breastfeeding leave, and childcare leave (5 days). Meanwhile, male employees are also eligible for paternity leave (10 days) and an equal amount of childcare leave to better balance work and family responsibilities.
<p>Employee Benefits</p>	<ul style="list-style-type: none"> Welfare leaves, holiday benefits, department activity funds, after-work expansion activities and meal subsidies, transportation allowances, full-attendance bonuses, etc. Employee dormitories. Wedding/birth gifts, spouse birth gifts. Annual health check-ups, accident insurance.
<p>Special Benefits</p>	<ul style="list-style-type: none"> Recognize outstanding teams and individuals who have demonstrated exceptional performance. Based on the Company's annual operational realities, establish diverse awards such as the "Outstanding Newcomer Award", "Outstanding Employee Award", and "Best Safety Team Award" to honor employees.

In addition, to enhance employees' autonomy and efficiency at work, the Company implements a flexible working mechanism for eligible positions under the premise of ensuring normal business operations. This mechanism primarily applies to roles that require frequent external communication or have special job requirements, such as international trade, customer service, and sales. The Company allows employees to flexibly arrange their working hours and locations while meeting work objectives, adopting a performance management model oriented towards results. Meanwhile, the Company relies on various digital collaboration platforms to ensure smooth and efficient remote communication and cooperation, thereby enhancing the agility and resilience of organizational operations.

Employee Care

The Company places great emphasis on employee welfare and continuously conducts various condolence and care activities for employees. We encourage and support our staff in participating in cultural and sports clubs organized by higher-level trade unions, such as football, basketball, table tennis, badminton, and more. Additionally, we regularly host a variety of cultural events internally, including Family Days, Lantern Festival celebrations, Dragon Boat Festival festivities, and anniversary celebrations for employees' work anniversaries, all aimed at enriching the extracurricular cultural lives of our employees.

ChemExpress Family Day

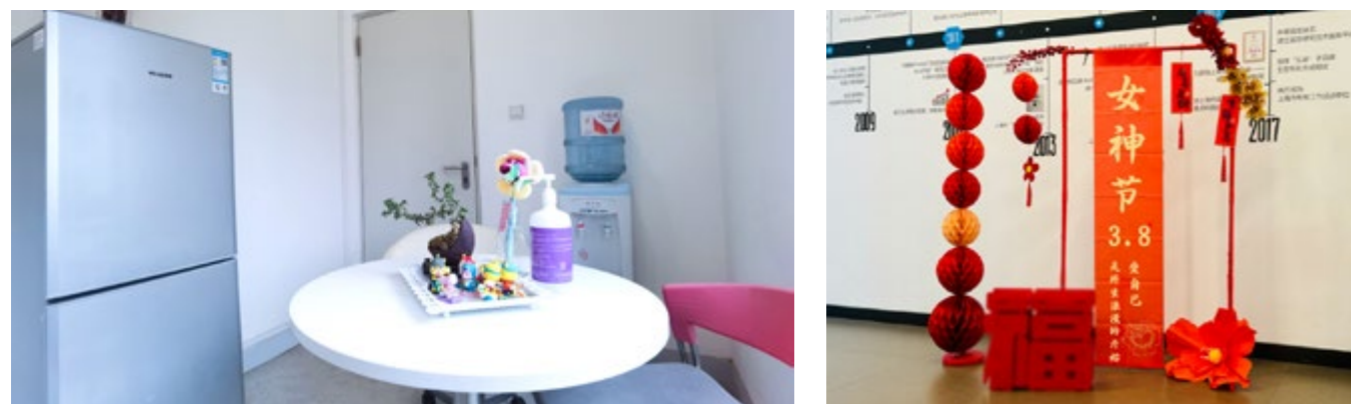
In May 2025, ChemExpress hosted the first "ChemExpress Magical Journey" family day event, inviting over twenty employee families to visit the Company's campus. Through warm check-ins, speeches by leaders, office campus tours, parent-child interactions, and scientific experiments, the event enhanced family members' understanding and recognition of corporate culture, demonstrating the Company's emphasis on caring for employees' families.



Group Photo from Family Day Event

The Company places high importance on the protection of women employees' rights and their career development, actively implementing multiple measures to help them address systemic challenges in the workplace. Beyond ensuring the basic legal rights of female employees, the Company supports work-life balance and development through initiatives such as establishing well-equipped lactation rooms and conducting special care programs during important holidays.

The Company organizes festival greetings and special events during International Women's Day each year, conveying care and respect to all female employees and continuously fostering an inclusive and warm work environment.



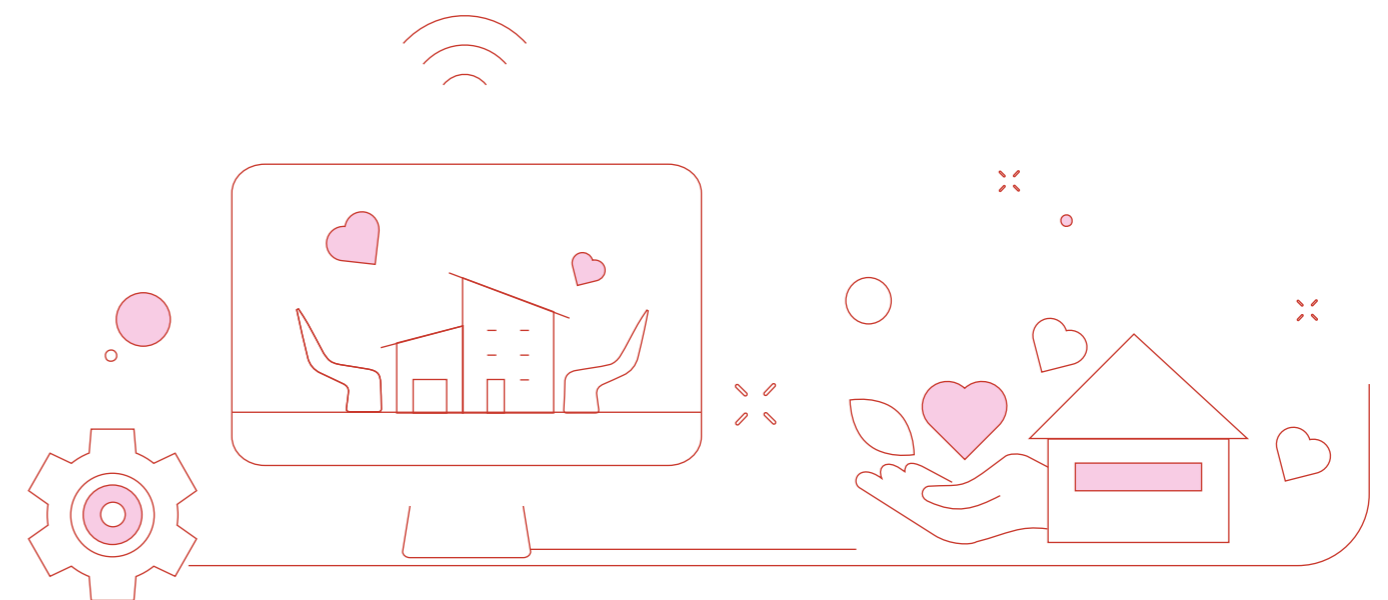
Measures Related to the Protection of Women's Rights

The Company has established an Employee Assistance Fund to provide timely support to employees facing illness, accidents, or financial difficulties, thereby alleviating their living burdens. We distribute appreciation bonuses and overtime supplies to employees on duty during the Spring Festival, offer major illness subsidies to sick employees, and provide living allowances to those in need, assisting a total of 8 employees in difficulty. These measures genuinely address employee needs and foster an organizational culture of unity, mutual assistance, warmth, and kindness. Additionally, we pay close attention to and support employment for people with disabilities by assessing their individual capabilities and job fit, providing suitable positions and necessary support for disabled employees to facilitate their career development and self-actualization.

In addition, the Company places a strong emphasis on employee mental health, viewing it as a key component of organizational sustainability and employee well-being. Through the establishment of a psychological care system, we provide employees with multi-channel, ongoing support resources, including online mental health courses and counseling services, helping them effectively manage emotional stress in both work and life.

Online Mental Health Support Program

In 2025, the Company launched an online mental health support program, leveraging its internal learning platform and the "ChemWisdom" column to offer a series of courses such as "Emotions Fundamentals" and "Confidence Training," covering topics including emotional cognition, stress management, and building self-confidence. Throughout the year, nearly a hundred employees participated in these learning activities, promoting mental health knowledge through lightweight methods, lowering barriers to seeking help, and initially fostering an organizational culture that values mental well-being.



Employee Communication

The Company places great emphasis on democratic management of employees, establishing the Trade Union Committee of Shanghai Haoyuan Chemexpress Co., Ltd. in accordance with the local laws and regulations. A three-tier governance structure comprising Chair of the Trade Union - Trade Union Committee Members - Financial Review Committee has been set up, and regular meetings of the Trade Union Committee are held. Additionally, the Company has entered into collective agreements with all employees to ensure their rights to collective bargaining and freedom of association.

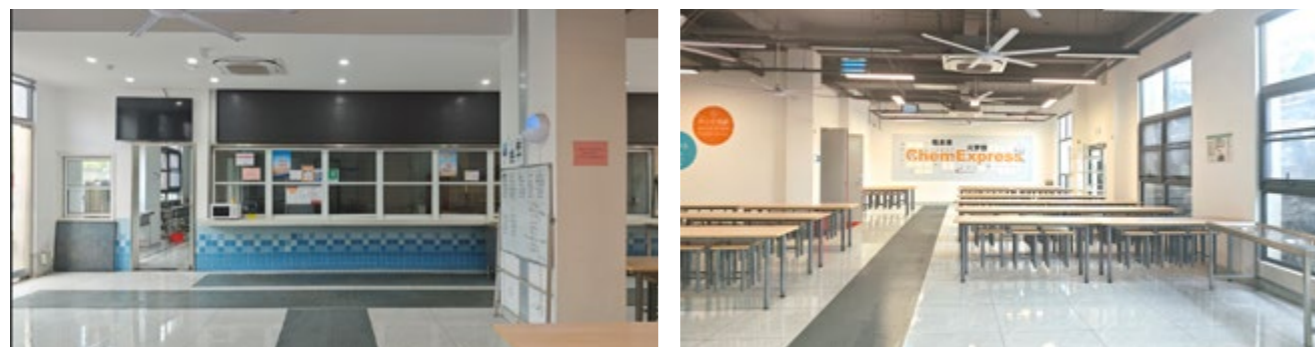
In 2025, the Company conducted periodic employee satisfaction surveys among all staff members. These surveys covered areas such as workflow efficiency (e.g., user experience of core business systems, meeting and collaboration processes), level of functional support (e.g., IT, HR, administrative service responsiveness), specific topics related to production and R&D (e.g., equipment maintenance, procurement efficiency), and ESG-related fields (e.g., quality of EHS training, recognition of the quality compliance culture). The aim was to systematically understand employees' genuine feelings regarding their work environment, processes, and Company atmosphere.

To further enhance communication and interaction with employees, the Company continues to conduct "General Manager Reception Day" activities and implements various improvement initiatives with distinctive features in multiple locations across the country. These efforts aim to actively address employee concerns and foster an open and trusting organizational atmosphere. During the reporting period, the Company reported no labor disputes or incidents involving discrimination or harassment.

Employee Suggestions and Feedback - Improving Dining Hall Conditions

At Heze Haoyuan Pharmaceutical Co., Ltd., the trade union and administrative departments actively responded to employee suggestions by renovating the hot water supply and layout of the dining hall's dishwashing area. They also implemented a nutritional enhancement plan that includes daily fruits and milk, as well as menu upgrades, significantly improving employee satisfaction with meals and health protection.

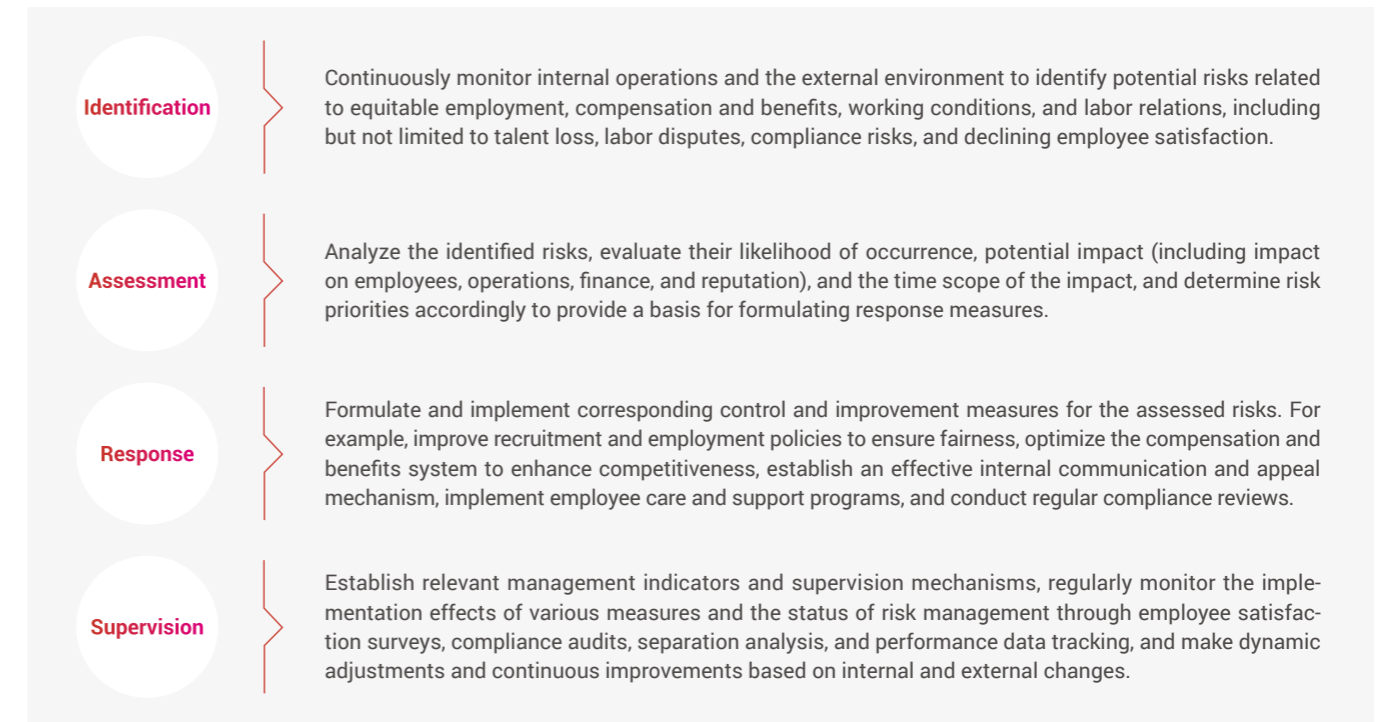
At Anhui Haoyuan Pharmaceutical Co., Ltd., continuous efforts have been made to optimize the environment and improve dining hall quality. The Anhui R&D Center organized fun activities for employees during traditional festivals such as Dragon Boat Festival and Mid-Autumn Festival, promoting both cultural heritage and cross-departmental communication while also helping to alleviate stress.



Staff Canteen of Anhui Haoyuan Pharmaceutical Co., Ltd.

Impacts, Risks, and Opportunities Management

ChemExpress has established a systematic risk and opportunity management system related to employee rights and benefits, ensuring that support for business development while safeguarding employees' legitimate rights and occupational well-being.



Indicators and Targets

To systematically measure and continuously improve the effectiveness of initiatives related to employee rights and benefits, ChemExpress has established key performance indicators and goals to track, evaluate, and drive the implementation and optimization of relevant management practices.

Target

By 2030, achieve a global female workforce representation of	with no less than	Ensure
50%	45%	"zero"
	of females in management positions	occurrences of child labor and forced labor.

Employee Structure

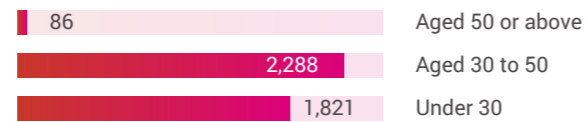
Total number of employees

4,195



By age group

Unit: Person



By gender



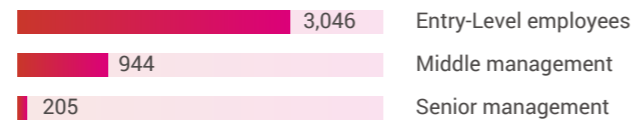
Male
2,194



Female
2,001

By Level

Unit: Person



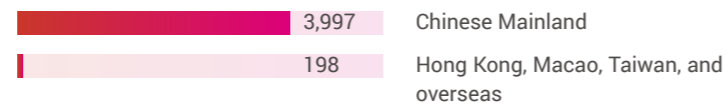
Number of Ethnic Minority Employees

108



By region

Unit: Person



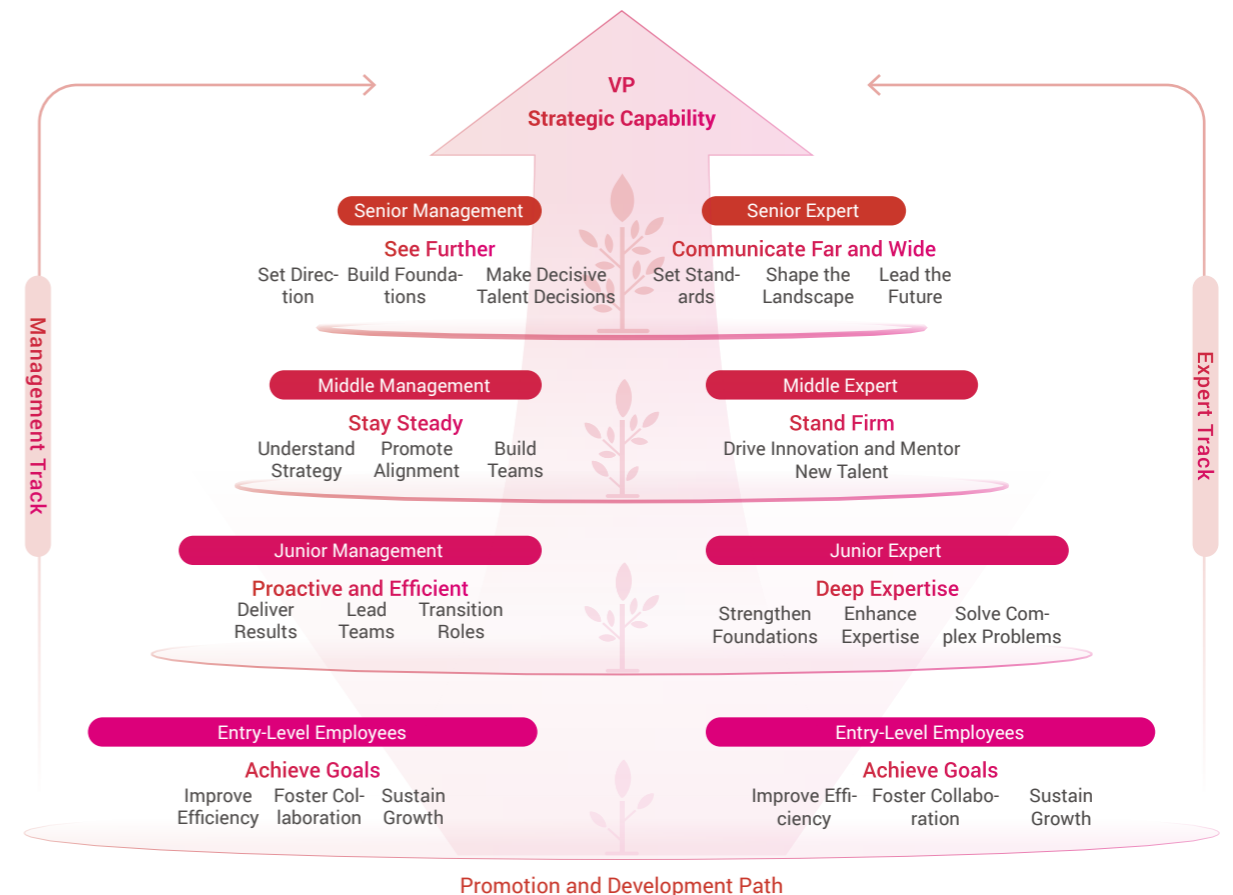
Employee Development

The Company regards employee development as the core driver for sustaining long-term corporate value. We are committed to building a systematic, diversified talent development system that is closely aligned with our strategic objectives. Through continuous empowerment and clear career pathways, we aim to unlock the potential of every employee, fostering mutual growth between individuals and the Company.



Employee Promotion

The Company has established a systematic and standardized employee promotion management system. Based on relevant regulations and work plans, the entire promotion cycle is managed through processes such as talent review, nomination recommendations, approval, and public announcement. We adhere to principles of fairness, transparency, impartiality, and flexibility in promotions and demotions, emphasizing capability and contributions. This ensures orderly talent mobility and continuous enhancement of organizational vitality.



Employee Training

The Company places great emphasis on the development and systematic cultivation of talent, continuously improving a multi-tiered and cross-regional training system in accordance with regulations such as the *Employee Training Management Policy*. In 2025, we focused on talent development programs like the "ChemExpress Voyage Program," "ChemExpress Leap Program," and "ChemExpress Talent Program" to systematically build a comprehensive career development pathway from newcomer integration to professional advancement and managerial progression. In line with Company management requirements, each business division will concurrently advance specialized team-building initiatives such as the "Delta Plan" to strengthen the reserve of core business personnel and ensure the continuity of professional capabilities.

While improving internal development mechanisms, the Company has revised the *External Training Management Policy* to continuously encourage employees to actively apply for high-quality external training resources. By leveraging diversified learning channels that integrate both internal and external resources, the Company aims to consistently enhance professional capabilities and overall competence, providing systematic support for employee career development and organizational capability building.

Key Training Initiatives for 2025

Training Formats and Technological Innovation

- Innovative approaches have been adopted in cultural dissemination and employee learning methods by introducing digital human technology in projects such as the "Corporate Culture Energy Station." This approach facilitates cultural promotion and micro-lesson instruction through engaging and interactive formats, thereby enhancing the learning experience and information delivery efficiency.

Scaled and Professionalized Training Implementation

- Continuously improve the new employee training system centered around the "ChemExpress Voyage Program" intern training camp, which has been systematically implemented in Shanghai, Ma'anshan, and Chongqing, achieving cross-regional collaborative training. The internship mentorship system in Hefei is also steadily developing towards professionalization and scale-up, further solidifying the foundation of the Company's talent reserve development.

Integration of Internal and External Resources

- Building upon continuous internal specialized training (such as financial special courses) and comprehensive safety training for all employees, the Company actively organizes staff participation in multiple high-level external seminars and exchange activities within the industry. This helps the team broaden their horizons, grasp the latest industry trends, and promote the integration of internal and external knowledge, thereby enhancing innovation capabilities.

"ChemExpress Talent Program" Frontline Manager Training Initiative

In 2025, the Company implemented the "ChemExpress Talent Program," a frontline manager training camp. Forty-five employees completed their transition to managerial roles through three months of systematic learning. The program was taught by senior executives and experienced managers, focusing on four key dimensions: managing business operations, managing people, managing tasks, and self-management. It adopted a blended model of "study, practice, and examination," combining case studies with practical assignments. This initiative significantly enhanced the participants' systemic management capabilities and strengthened the organization's core managerial capacity.



On-site Training and Group Photo for the "ChemExpress Talent Program"

"ChemExpress Leap Program" Project Management Specialized Training

In August 2025, Anhui Haoyuan Pharmaceutical Co., Ltd. launched the "ChemExpress Leap Program" project management specialized training. The program focused on enhancing cross-regional project management capabilities and covered key personnel from various levels of project teams.



The training was initiated with an opening pep talk by Company executives and featured external experts who provided instruction on core topics such as project retrospectives and performance analysis. The curriculum utilized real internal case studies from the Company, employing a "theory + practical exercises + feedback" approach to help participants master project management tools and methods, thereby enhancing their practical skills.



On-site Training and Group Photo of the "ChemExpress Leap Program"

Key Performance Indicators for Employee Training in 2025

In 2025

Total Employee Training Expenditure	Employee Training Coverage Rate	Total employee training duration
54.57 RMB 10,000	100%	162,569.00 Hours
Average employee training duration	Percentage of Employees Receiving Regular Performance and Career Development Reviews	
31.20 Hours	100%	



Health and Safety

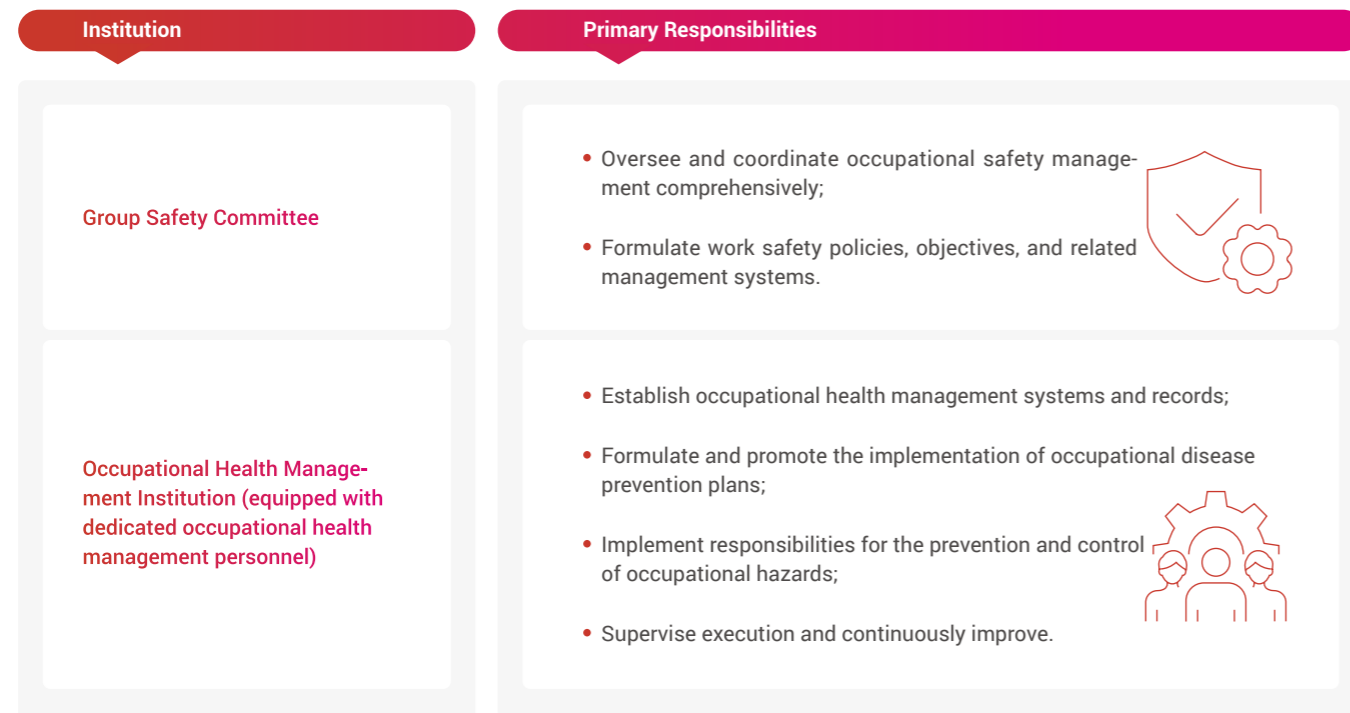
ChemExpress places employee health and safety as a high priority, committed to building a comprehensive and effectively functioning occupational health and safety protection network through robust governance systems, stringent on-site management, in-depth cultivation of a safety culture, and active participation from all staff. These efforts aim to create a safe, healthy, and sustainable work environment for all employees.



Governance

ChemExpress places a high priority on the health and safety of employees. We strictly adhere to laws and regulations. Based on internal systems like the *Policy for Occupational Hazard Detection and Evaluation Management* and the *Policy for Management of Labor Protective Equipment*, we systematically build an occupational health and safety management system, continuously striving to provide a safe, healthy, and compliant working environment for all employees.

Company Health and Safety Governance Structure



Strategy

The Company continuously improves the occupational health and safety management system, systematically advancing the implementation of safety responsibilities, risk identification and assessment, strengthening protective measures, and ensuring a closed-loop supervision and control process.

The Company systematically identifies and manages risks and opportunities related to health and safety, evaluates the potential impacts on the Company's financial condition, operational efficiency, and cash flow, as well as the time frame of these impacts, and implements corresponding mitigation measures.

Health and Safety Risk and Opportunity Management

Type	Risk/Opportunity Overview	Time Horizon	Financial Impact
Work Safety Accident Risk	Deficiencies in the occupational health and safety management system, or insufficient investment and training in safety, may lead to workplace accidents and occupational diseases. This could also result in regulatory penalties and damage to the Company's reputation.	Short-, medium-, and long-term	Directly incurs costs such as medical expenses, compensation, and production interruptions, and may face fines and litigation expenses. Additionally, damage to the Company's reputation could impact customer trust and market performance.
Opportunities for Sustainable Operations Brought About by Investments in Safety and Health	By systematically strengthening occupational health and safety management, such as improving the risk prevention and control system, promoting safety culture development, enhancing health monitoring, and preparing for emergencies, we can significantly enhance employees' sense of security and job stability, thereby building a robust operational foundation.	Short-, medium-, and long-term	A decrease in accident rates reduces related compensation and production downtime losses; improved employee health levels lower long-term medical expenses and absenteeism rates; a stable production environment helps ensure delivery quality and customer trust.

Response Measures

In 2025, multiple R&D centers and manufacturing sites of the Company obtained ISO 45001⁷ Occupational Health and Safety Management System certification.



ISO 45001 Certification

⁷ 7 R&D centers and industrialization sites certified under the ISO 45001 Occupational Health and Safety Management System include: Shanghai Headquarter R&D Center, Anhui Hefei R&D Center, Shandong Yantai R&D Center, Anhui Ma'anshan R&D Center, Anhui Ma'anshan c-GMP Manufacturing Site, Shandong Heze Manufacturing Site, and 2Y-Biopharma Jiangsu Drug Product GMP Manufacturing Site.

We enhance our overall risk control capabilities through the optimized provision of personal protective equipment (PPE), standardized chemical management, regular occupational health examinations, multi-level occupational health and safety training, and the formulation of emergency response plans. Combined with routine safety inspections and hazard investigations, we systematically improve our risk prevention abilities. Additionally, the Company continuously optimizes its emergency response mechanisms to ensure that employees have the necessary risk awareness and protective capabilities, effectively reducing occupational health and safety risks.

ChemExpress Occupational Health and Safety Management Measures

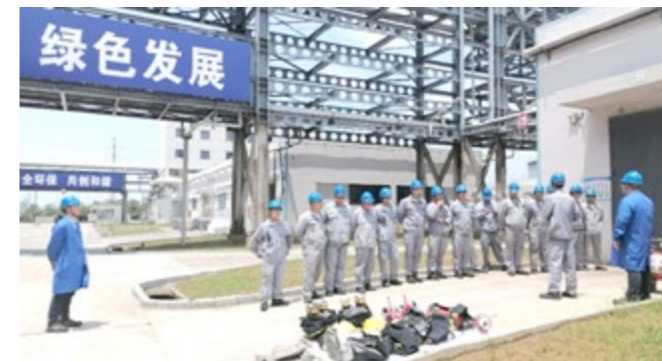
- Personal Protective Equipment (PPE) Distribution**
 - In accordance with the law, personal protective equipment (PPE) for breathing, hand, eye, and full-body protection is provided to employees, and strict supervision ensures their proper use. Regular inspections and maintenance of protective facilities in the workplace are conducted to ensure they remain continuously effective. The safety department actively solicits employee feedback and has made targeted optimizations to the brands and models of PPE.
- Chemical Management**
 - Based on internal regulations such as the *Standard Management Regulations for Hazardous Chemical Safety Management Policy* and the *Laboratory Reagent Management Policy*, we strictly standardize all aspects of hazardous chemicals, including production, transportation, storage, usage, and the packaging, temporary storage, and disposal of waste. This systematic approach aims to effectively control related risks.
- Occupational Health Examination**
 - The Company strictly enforces its occupational health surveillance system, ensuring that employees undergo occupational health examinations before taking up their posts, during employment, and upon departure.
- Occupational Health and Safety Training**
 - Provide systematic occupational health and safety training for all employees to ensure they fully understand job-related risks and master control skills.
 - The training content covers key areas such as fire safety, chemical safety, equipment operation, and first aid measures, and continuously promotes a multi-level training system covering the Company, departments, and work teams.
 - Training is conducted through various forms including classroom instruction, online learning, and special events, focusing on critical topics such as regulatory policies, occupational health knowledge, and hazardous chemicals management, to comprehensively enhance employees' safety awareness and emergency response capabilities.
- Emergency Response Planning**
 - Establish a comprehensive emergency response plan system covering scenarios such as fires, chemical leaks, equipment failures, electric shocks, environmental pollution, and personnel injuries. Regularly organize emergency drills to ensure all employees are familiar with the emergency procedures and proficient in handling skills, thereby enhancing their responsiveness and self-rescue capabilities during emergencies.

A Series of Safety Production Month Campaigns

In June 2025, ChemExpress organized a series of activities centered around the national theme for Work Safety Month, which was "Safety for All, Emergency Preparedness for Everyone – Ensuring Smooth Lifeline Channels." A special event leadership group was established to organize promotional, training, and practical drills across the Company, aiming to foster a safety culture where everyone is responsible for safety management.

During the activities, the Company conducted mobilization campaigns through appointing "Safety Ambassadors" and creating thematic posters. They also invited experts from the Red Cross to conduct first aid skills training to enhance employees' self-rescue and mutual rescue capabilities. Comprehensive safety knowledge training and assessments were organized for all staff members to reinforce their safety awareness.

Additionally, the Company innovatively hosted a safety-themed carnival, using interactive formats to deepen employees' understanding of safety regulations. Activities included scenario-based drills such as "Snap Photos of Safety Hazards" and solvent leakage simulations, which strengthened employees' sense of safety responsibility and emergency response skills.



Images from the "Work Safety Month" Series of Activities

"Fire Safety Month" Series of Activities

In November 2025, ChemExpress organized a series of activities under the theme "Universal Fire Safety, Life First – Safe Use of Fire and Electricity." The event was coordinated by the Safety Department and covered all employees. Through various forms of publicity, training, drills, and inspections at different levels, the Company aimed to genuinely enhance employee awareness of fire safety and emergency response capabilities.

The Company distributed fire safety pamphlets and conducted online training sessions to popularize basic safety knowledge. All staff members participated in fire evacuation drills, while specialized training on the use of fire extinguishers was provided for key positions such as security guards, cleaners, and warehouse personnel, thereby solidifying their foundational firefighting skills.

To enhance specific capabilities, the Company innovatively launched an immersive accident review activity titled "Unraveling the Fog: The Fatal Mistakes in the Laboratory." This interactive exploration format aimed to improve the incident investigation and decision-making abilities of ERT (Emergency Response Team) members.

At the institutional level, the Company leaders led comprehensive fire safety inspections across all areas, thoroughly identifying and rectifying potential hazards associated with firefighting facilities.

This series of activities further strengthened the fire safety management mechanisms of ChemExpress and improved employees' risk prevention and self-rescue capabilities.



Images from the "Fire Safety Month" Series of Activities

Impacts, Risks, and Opportunities Management

ChemExpress has established a systematic health and safety risk and opportunity management process, following a closed-loop logic of identification, assessment, response, and monitoring. This process comprehensively analyzes and quantitatively evaluates aspects such as the likelihood of occurrence and potential impact severity.



Indicators and Targets

To systematically measure and continuously improve the effectiveness of occupational health and safety management, ChemExpress sets key performance indicators (KPIs) that cover both management processes and outcome outputs in accordance with regulatory requirements, industry standards, and the Company's actual conditions. We regularly track, count, and analyze these metrics to evaluate the operational effectiveness of our health and safety management system and provide a basis for setting goals and deploying work in the next phase.

Target	Ensure no
By 2030, achieve a 100% certification rate of the main R&D centers and manufacturing sites under the ISO 45001 Occupational Health and Safety Management System.	major work safety incidents or personnel casualties occur.

Health and Safety Management Performance

Type	Indicator	Unit	2025
Work Safety	Work safety investment	RMB 10,000	600.07
	Number of serious or fatal work safety incidents	Case(s)	0
	Rate of safety hazard rectification	%	100
	Number of days lost due to work-related injuries	Days	848
	Number of work-related employee injuries	Case(s)	16
Safety Training	Total hours of employee participation in health and safety training	Hours	174.30
	Employee health and safety training coverage rate	%	100

Community Contribution

While pursuing corporate development, ChemExpress actively fulfills its social responsibilities. We inject warmth and strength into societal progress through various forms such as commercial support for agriculture, public welfare initiatives, and volunteer services.



Rural Revitalization

The Company actively responds to the national rural revitalization strategy, integrating support for rural development into its corporate social responsibility framework. We assist in enhancing endogenous growth momentum in rural areas through targeted procurement of agricultural products, industrial assistance programs, and supporting infrastructure construction. These efforts aim to increase farmers' income and promote rural economic development, contributing to the realization of shared prosperity goals through concrete actions.

Targeted Procurement to Support Local Agricultural Development

In January 2025, ChemExpress actively responded to the Rural Revitalization initiative by coordinating with local agricultural development and engaging in targeted procurement of high-quality peanut oil. This effort aimed to establish a stable income channel for local farmers while promoting the commercialization and branding of regional specialty products. Through concrete actions, ChemExpress contributed to revitalizing rural industries.

Public Welfare

The Company actively fulfills its corporate citizenship responsibilities, viewing participation in public welfare as a crucial component of sustainable development. We continuously give back to society through various forms such as supporting community development, funding educational and cultural initiatives, and conducting volunteer activities.

In 2025, the Company actively responded to the call of the Zhangjiang Town Government and participated in the Pudong New Area's "Charity Joint Donation" activity, supporting regional public welfare and charitable causes through concrete actions and contributing to social development.



ChemExpress Long-Term Public Welfare Mechanism

Category	Initiatives
Humanitarian Aid	<ul style="list-style-type: none"> Establish the "ChemExpress Fund"
Cultural Education	<ul style="list-style-type: none"> Establish the "ChemExpress Scholarship", "New ChemExpress Scholarship and Teaching Fund" and "MCE Hongyi Scholarship"
Employment Promotion	<ul style="list-style-type: none"> University-industry cooperation
Industry Development Promotion	<ul style="list-style-type: none"> Collaborate with East China Normal University to Establish the "AI Drug Discovery Joint Laboratory"
Community Welfare	<ul style="list-style-type: none"> ChemExpress Magic Mini-Classroom Volunteer service

Magic Mini-Classroom

The Company continuously fulfills its responsibility in public welfare education by establishing a long-term cooperation mechanism with the "Pudong New Area Special Education School." For the ninth-grade students of this school, we offer a monthly chemistry popularization course called the "Magic Mini-Classroom." Each session involves around seven employees volunteering as facilitators. Through interactive practices and engaging explanations, they guide approximately twenty special needs students to engage in hands-on experiences and observational analysis, helping them understand basic chemical knowledge in an entertaining and lively atmosphere, thereby stimulating their interest in science and spirit of exploration.



Scene from the Magic Mini-Classroom

Science Popularization Education Courses

In 2025, the Company's volunteer team continued to expand its science popularization education public welfare initiatives, conducting special events at Pudong No.2 Primary School and partner schools. In May, the team organized a two-hour science popularization fair activity for all students, guiding them to understand scientific principles through hands-on experiments and interactive demonstrations. In November, the team conducted a science popularization event themed around "Immune System," helping children recognize the functions and importance of their own immune systems through vivid explanations by team members. The series of science popularization education activities, presented in an engaging and experiential format, continuously inspiring students' interests in science and contributing to the enhancement of young people's scientific literacy.



Science Popularization Education Classroom Onsite



PART 04

Contributing "ChemExpress Value" through Sustainable Development

Under the backdrop of sustainable development, ChemExpress has consistently regarded environmental protection as a crucial foundation for high-quality corporate growth. The Company fully supported and proactively adapted the national "dual carbon" strategy and continuously integrates green and low-carbon concepts into all aspects of corporate governance and operational management. In strict compliance with relevant environmental protection laws and regulations, ChemExpress systematically optimized environmental governance system in terms of climate change mitigation, pollution control, efficient resource utilization, and green chemistry practices. By emphasizing both technological innovation and operational excellence, ChemExpress steadily reduces the environmental impact from R&D, production, and operations, striving to achieve coordinated development between corporate growth and ecological conservation.

Climate Change	96
Environmental Management	101
Pollution Prevention and Control	106
Resources Utilization	109
Green Chemistry	112



Climate Change

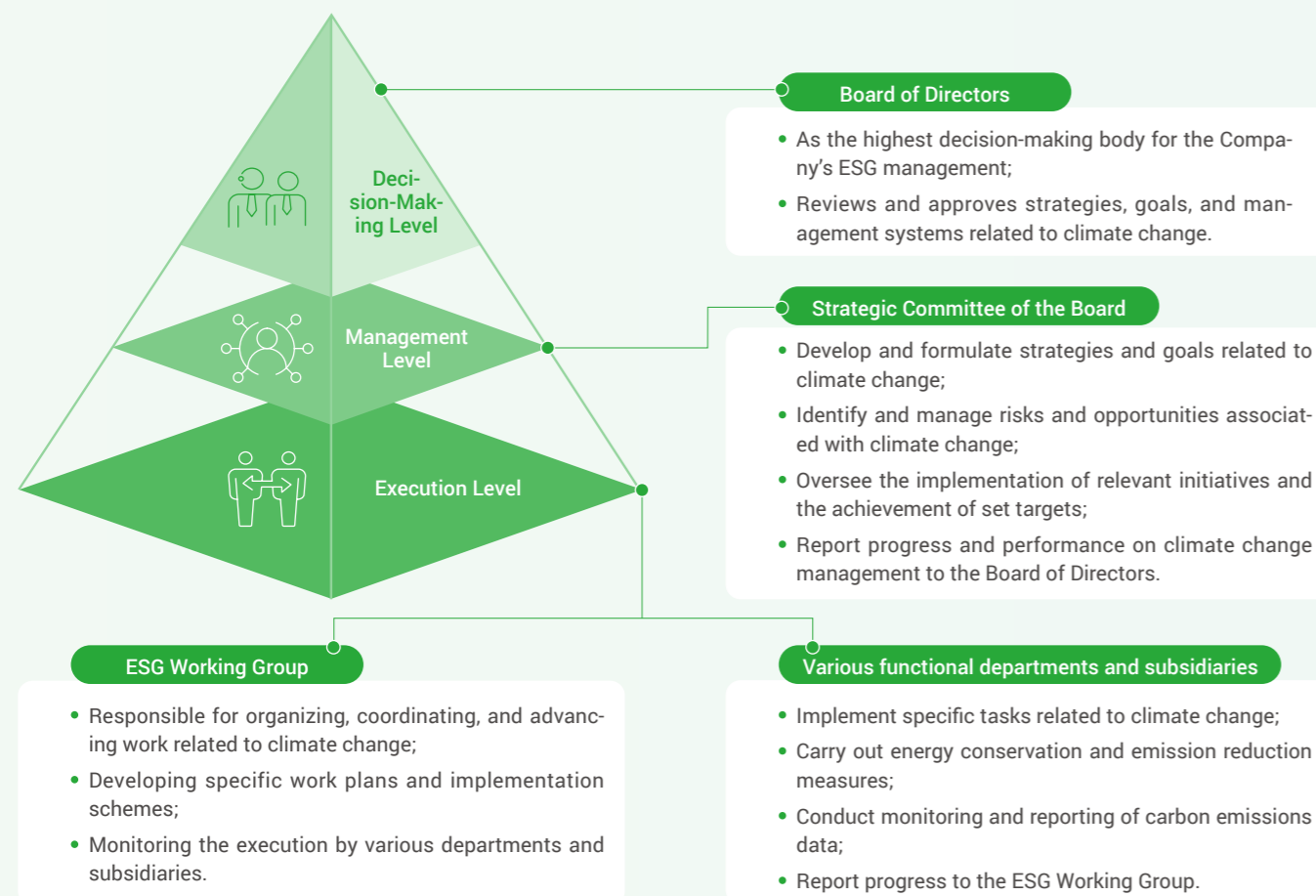
ChemExpress proactively follows the national "dual carbon" initiative, and continuously improves the climate change governance system. Through systematic identification and analysis of climate-related risks and opportunities, the Company ensured full integration of climate strategy into the business decision-making process.



Governance

ChemExpress puts great emphasis on climate change-related initiatives. In the daily operation, ChemExpress has progressively established a three-tier governance structure for climate change management encompassing "decision-making—management—execution." The Company clearly defines the responsibilities and divisions of labor at each level. Through effective coordination and collaboration among these tiers, the Company ensures that climate change management requirements are consistently implemented throughout all business operations.

Climate Change Governance Structure and Division of Responsibility



Strategy

By actively following most up-to-date global climate research findings, regulatory policy changes, and our own business characteristics, ChemExpress identified the potential impacts of climate change on the operations and value chain across different time dimensions. We formulate corresponding strategic arrangements in terms of energy structure optimization, supply chain collaboration, internal management mechanisms, and employee participation.

ChemExpress Climate-Related Risks, Opportunities, and Response Strategies

Category of Risk/ Opportunity	Type of Risk or Opportunity	Specific Description	Impact Scope	Potential Financial Impact	Response Strategies
Physical Risks	Typhoons, floods	Extreme weather events such as typhoons and floods may damage production facilities, directly leading to production disruptions and adverse impacts on logistics transportation and delivery.	Short-term	Increased Operating Costs Reduced Revenue	Strengthen production facilities, develop and improve emergency response plans to enhance the capability to cope with extreme weather conditions.
	Drought	Drought may lead to water supply shortages, restricting the continuous availability of cooling and process water required for production, which can result in a decrease in production capacity.	Medium- and long-term	Increased Operating Costs Reduced Revenue	Promote water-saving technologies, explore models for the cyclic utilization of water resources, and reduce production reliance on water resources.
	Global Warming	Increased frequency and intensity of extreme weather events may impact public infrastructure, production facilities, and logistics systems, leading to higher operational costs and increased safety management risks.	Long-term	Increased Operating Costs Reduced Revenue	Integrate climate change into long-term operations and risk management, enhance operational resilience and risk resistance through facility upgrades and supply chain optimization.
Transition Risk	Market Risk	As environmental awareness among consumers, customers, and investors continues to grow, the market demand for green and low-carbon products is steadily increasing. If the Company fails to promptly adjust its product structure to align with these market trends, it may face risks of losing market share and customer attrition.	Medium- and long-term	Increased Operating Costs Reduced Revenue	Develop green and low-carbon products, optimize the manufacturing processes of raw materials and intermediates. Launch low-carbon pharmaceutical products that meet market demand.
	Policy and Legal Risks	With the increased global attention to climate change, countries are continuously introducing stricter emission reduction and environmental regulatory policies. If the Company fails to meet these compliance requirements in a timely manner, it may face risks such as fines and production restrictions.	Short-, medium-, and long-term	Increased Operating Costs	Continuously monitor changes in climate-related policies and regulations to ensure compliance; disclose progress through channels such as ESG reports.

Category of Risk/ Opportunity	Type of Risk or Opportunity	Specific Description	Impact Scope	Potential Financial Impact	Response Strategies
Transition Risk	Reputation Risk	Stakeholders are increasingly focusing on the Company's climate strategy, management measures, and the transparency of its disclosure. Inadequate response to these concerns may have adverse effects on the Company's reputation and market trust.	Medium- and long-term	Reduced Revenue	Integrate climate change issues into the Company's management strategy and strengthen climate-related management and response mechanisms.
Opportunities	Resource Efficiency	Around the goal of reducing GHG emissions, the Company enhances energy and water resource utilization efficiency, optimizes production processes and operational management procedures, and reduces energy and raw material consumption to better meet market demands related on sustainable production.	Medium- and long-term	Reduced Operating Costs	Continuously carry out energy-saving and consumption-reduction initiatives, improving energy utilization efficiency through optimization of equipment operation and technological upgrades; promote digital office practices and process optimization to reduce paper and office resource usage, thereby lowering operational costs.
	Products and Services	Through technical innovation, green procurement, and optimization of logistics systems, the Company can offer more products and services that meet low-carbon and environmentally friendly requirements to the market. This satisfies customers' demand for sustainable solutions, enhances market competitiveness, and captures growth opportunities.	Short-, medium-, and long-term	Increase in Revenue Decrease in Operating Costs	Prioritize environmentally friendly raw materials and suppliers to reduce the environmental impact throughout the product lifecycle; adopt low-carbon transportation methods and optimize logistics network to minimize carbon emissions during transport.
	Energy Sources	With the policy support, the Company's gradual increase in percentage of renewable energy usage (such as solar and other clean energy sources) helps to reduce energy procurement costs, decrease carbon emission-related risks, and improve the Company's image of sustainable development.	Short-, medium-, and long-term	Reduced Operating Costs	Continuously promote the utilization of renewable energy, explore application scenarios for clean energy, gradually reduce dependence on traditional fossil fuels, and decrease long-term energy procurement costs.

Based on the analysis of climate risks and opportunities, the Company has formulated and implemented corresponding action measures in three areas: energy management, procurement management, and daily operational management. In terms of energy management, the Company continuously evaluates the feasibility of renewable energy applications, gradually optimizes the energy consumption structure, and promotes a reduction in carbon emissions during operations. For procurement management, the Company prioritizes products and services with superior environmental performance and encourages collaborative energy-saving and emission-reduction actions across the supply chain. In internal management, the Company incorporates energy conservation and efficiency requirements into daily operations and performance evaluations, guiding departments to focus on energy usage efficiency. Employees are encouraged to propose energy-saving improvement suggestions, and various forms of energy conservation and carbon reduction awareness campaigns and training programs are conducted to enhance employees' understanding of climate change and low-carbon development, thereby promoting the implementation of energy-saving practices in their daily work.

Raise Low-Carbon Awareness by Integrating Energy Saving and Carbon Reduction into Daily 5S Management

ChemExpress has developed and implemented a "Green Office 5S Standard" in office and public area management. It requires that power should be turned off when last person left, requiring computers, monitors, and water dispensers to be powered down rather than left in standby mode. Red and green labels are affixed to sockets for visual management. Additionally, the Company has unified air conditioning temperature control standards, setting a minimum of 26°C in summer and a maximum of 20°C in winter, with signs placed on the thermostat panels to reinforce compliance.



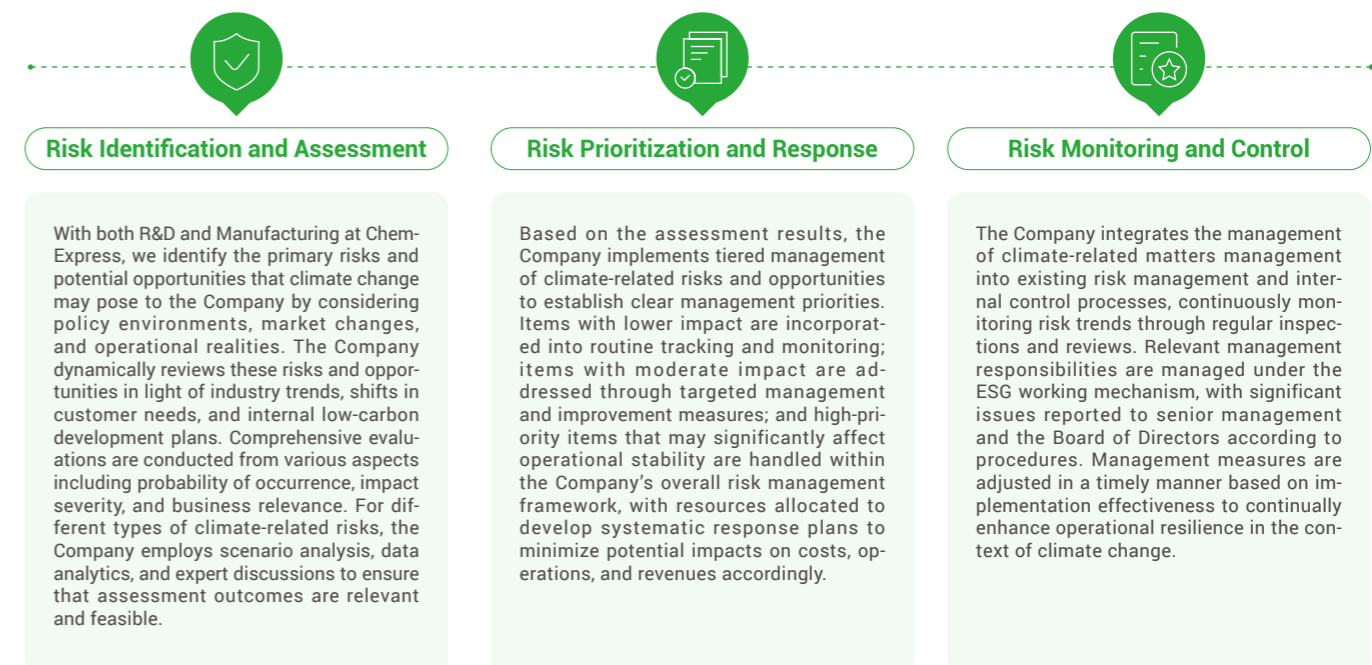
On-site Activity Scene

To reduce paper consumption, the Company promotes double-sided printing and designates an area for single-sided waste paper awaiting sorting. Employees are encouraged to prioritize the use of recycled paper. Through systematic management and continuous supervision, per capita energy consumption in office areas has decreased by 10%, while paper consumption has been reduced by 30%. This has effectively enhanced resource utilization efficiency and low-carbon management levels.

Impacts, Risks and Opportunities Management

Based on the existing risk management system, the Company continuously optimize procedures for identifying, assessing, and managing climate-related risks and opportunities. By integrating industry characteristics with operational realities, we promote the gradual incorporation of climate factors into business decisions and daily management. Through a combination of tiered management and dynamic monitoring, the Company enhances the ability to address uncertainties associated with climate change.

ChemExpress Climate Risk and Opportunities Management Mechanism



Indicators and Targets

The Company, in alignment with the national "dual carbon" policy orientation and characteristics of the pharmaceutical industry development, integrates GHG management as a crucial component for addressing climate change and promoting green and low-carbon transformation. We focus on GHG emissions generated throughout our R&D, production, and operational processes. Referencing international standards such as the *GHG Protocol* and combining them with domestic regulatory requirements, we progressively refine our emission data statistics and management mechanisms. We conduct monitoring and analysis of Scope I and Scope II GHG emissions to continuously enhance the completeness, accuracy, and comparability of our emission data.

GHG Emissions⁸

Performance Indicators	Unit	2025	2024	2023
Scope I GHG Emissions	tCO ₂ e	1,374.89	2,277.74	2,231.82
Scope II GHG Emissions	tCO ₂ e	34,586.72	24,780.73	22,023.64
Total GHG Emissions	tCO ₂ e	35,961.61	27,058.47	24,255.46
GHG Emission Intensity	tCO ₂ e /Million RMB	12.50	11.92	12.90

⁸ The company's greenhouse gas emissions accounting follows the relevant requirements of the GHG Protocol, using the operational control approach to determine organizational boundaries, and applying the 'activity data × emission factor' method for calculation. Scope 1 emissions are calculated according to the *Greenhouse Gas Emissions Calculation Methods and Reporting Guidelines for Other Industrial Enterprises* and using the default emission factors provided in the *2006 IPCC Guidelines for National Greenhouse Gas Inventories*. Scope 2 emissions are calculated according to the *Greenhouse Gas Emissions Calculation Methods and Reporting Guidelines for Other Industrial Enterprises*, with the electricity emission factor based on the national grid average emission factor (0.5306 tCO₂/MWh) from the Ministry of Ecology and Environment's *Announcement on the 2023 Power Carbon Dioxide Emission Factor*. The heat supply emission factor uses the recommended value of 0.11 tCO₂/GJ from the *Greenhouse Gas Emissions Calculation Methods and Reporting Guidelines for Other Industrial Enterprises (Trial Version)*.



Environmental Management

ChemExpress is committed to sustainable development, integrating environmental management into the overall corporate strategy and striving to build a systematic, standardized, and forward-looking environmental governance system. The Company enhances the governance structure and emergency management mechanisms to promote an environmentally conscious culture involving all employees. We place significant emphasis on biodiversity and conservation in our operations and integrates environmental management throughout the entire process of R&D, production, and operations, continuously reducing the impact of business activities on the ecological environment.



Governance

The Company adheres to an environmental management policy of "green production, clean emissions, resource conservation, and continuous improvement." By implementing lifecycle environmental management, we minimize the impact of our operations on the ecological environment, achieving a deep integration of economic benefits and environmental benefits. The Company has established a clear hierarchical environmental governance structure with well-defined responsibilities, ensuring that environmental management objectives are effectively communicated from the decision-making level to the execution level.

Environmental Governance Structure and Responsibilities



ChemExpress always regards compliant operations as the bottom line of development, strictly adhering to laws and regulations. By establishing internal control norms including the *Environment, Health, and Safety (EHS) Responsibility System*, *Environmental Protection Responsibility System*, and *Operation and Management System for Environmental Protection Facilities*, a comprehensive environmental management system covering the entire lifecycle from R&D to production and operations has been built, ensuring that environmental governance work is conducted in an orderly and efficient manner.

Strategy

ChemExpress systematically identifies various risks related to environmental compliance management, focusing on key areas such as the robust operation of environmental protection facilities and emergency response to sudden environmental incidents. We comprehensively evaluate the potential impacts of these matters on the Company's financial status, operational stability, and cash flow, clarifying the impact levels and timelines. This approach provides scientific support for environmental risk prevention and enhancement of compliance capabilities.

Type	Risk/Opportunity Overview	Time Horizon	Financial Impact
Environmental Emergencies	In the event of emergencies such as leaks or exceedance of emission standards, there may be impacts on both the environment and corporate operations.	Short-term	It may result in emergency response costs, compensation expenses, and losses due to production downtime.
Operation and Maintenance of Environmental Protection Facilities	If environmental protection facilities are operated unstably or not properly maintained, it may lead to emission fluctuations and compliance risks.	Short- and medium-term	This may increase operation and maintenance costs as well as rectification expenses, impacting the continuity of production.

Response Measures

ChemExpress has continued to increase its environmental protection investments, with a total of 24.63 million yuan allocated for specialized environmental funds throughout the year. These funds were used for upgrading pollution control facilities, enhancing risk prevention capabilities, and optimizing environmental management systems. Through systematic management and continuous improvement, the Company did not experience any major sudden environmental incidents nor receive any environmental-related administrative penalties, while keeping all potential environmental risks well under control. Overall, the Company has been continuously advancing the environmental management efforts by focusing on emergency response capability building, improving environmental management systems, and fostering a green culture.

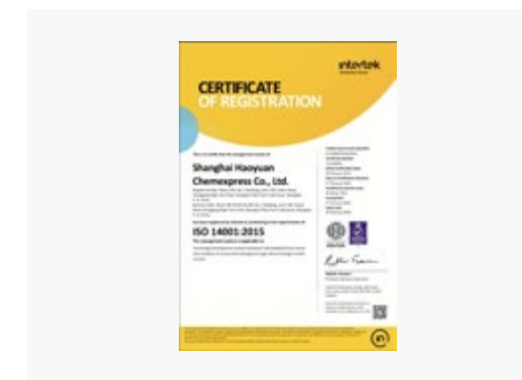
Special Emergency Drill for Solvent Leakage in the Waste Liquid Room

In 2025, the Company conducted a special emergency drill for solvent leakage in the waste liquid room. Through the "Training & Hands-on Practice" model, the drill significantly enhanced the coordination and response speed of the environmental safety and security teams in handling hazardous chemicals, on-site containment, and decontamination procedures. This exercise effectively validated the operability of the *Emergency Response Plan for Sudden Environmental Incidents*, strengthening employees' initial response capabilities and self-protection awareness. For weak links identified during the drill, such as delayed responses from some personnel, the Company implemented closed-loop improvements through immediate re-education and optimization of SOP processes, further solidifying the environmental safety defense line with a focus on "prevention first and rapid response."



Special Emergency Drill for Solvent Leakage in the Waste Liquid Room

The Company continues to promote the standardization of the environmental management system, gradually expanding the scope of certification. In 2025, Hefei OC Gene Biotechnology Co., Ltd., a subsidiary, successfully obtained ISO 14001 Environmental Management System Certification. By the end of the reporting period, 7 R&D centers and manufacturing sites under ChemExpress had obtained ISO 14001 Environmental Management System Certification.



ISO 14001 Certification of Shanghai Haoyuan Chemexpress Co., Ltd.

Environmental Protection Culture Construction

ChemExpress integrates the concept of green and low-carbon development into our corporate values. Through institutionalized education and training programs, as well as regular environmental awareness activities, the Company established an environmental awareness culture system among all employees. By enhancing employees' professional skills and environmental protection awareness, the Company ensures effective implementation of various environmental management systems at the operational level.

Environmental Culture Construction and Management Achievements

Environmental Protection Training

Established a multi-level training system covering onboarding EHS training, position-specific environmental protection training, and hazardous chemical safety management training; achieved 100% coverage of environment-related training in 2025.

Green Office Practices

Promoted paperless office systems, implemented water-saving, electricity-saving, and GHG emission reduction initiatives; reduce resource consumption during operations through categorized publicity and inspections in office areas.

Participation in the Pudong New Area Environmental Performance Evaluation, Recognized as a "Green Development Enterprise"

In 2025, ChemExpress actively participated in the environmental performance evaluation of enterprises in Pudong New Area. The evaluation was conducted based on the *Implementation Plan for Supporting In-District Enterprises to Conduct Environmental Performance Evaluations (Trial)* issued by Pudong New Area, aiming to guide companies in establishing voluntary mechanisms for improving environmental performance and promoting coordinated progress towards carbon reduction, pollution control, and high-quality development. According to the annual evaluation results organized by the Pudong New Area Ecological Environment Bureau, ChemExpress was recognized as a "Green Development Enterprise" after being reviewed by multiple industry associations, demonstrating the Company's achievements in environmental management and green development practices.

⁹ R&D centers and manufacturing sites certified under the ISO 14001 Environmental Management System include: Shanghai Headquarter R&D center, Anhui Hefei R&D Center, Shandong Yantai R&D Center, Anhui Ma'anshan R&D Center, Anhui Ma'anshan c-GMP Manufacturing Site, Shandong Heze Manufacturing Site, and 2Y-Biopharma Jiangsu Drug Product GMP Manufacturing Site.

Biodiversity Conservation

The Company strictly adheres to international conventions related to biodiversity, such as the *Kunming-Montreal Global Biodiversity Framework*, and commits to rigorously observing ecological protection redlines to minimize disturbances to surrounding ecosystems caused by the operations.

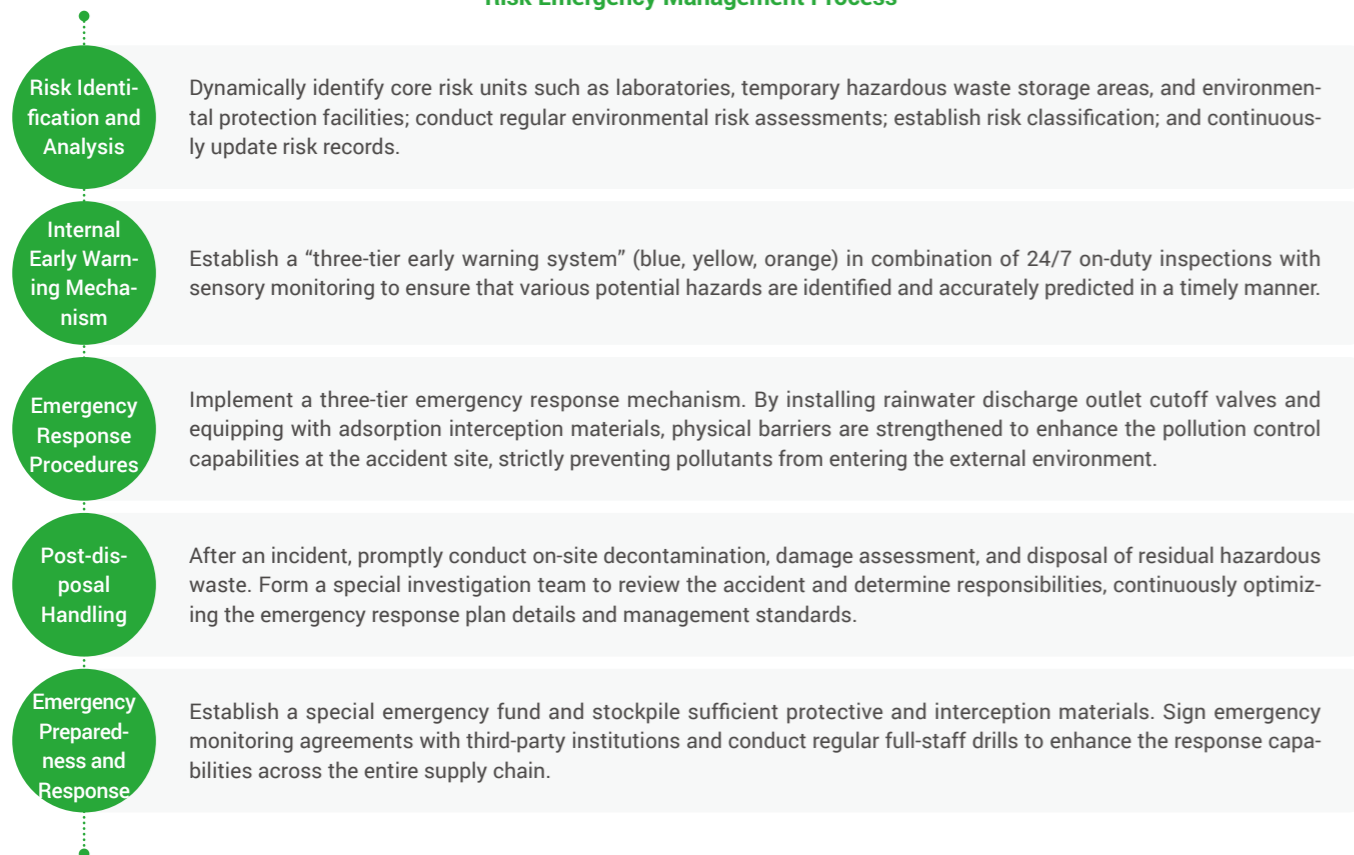
The Company, in accordance with relevant laws and regulations, continuously conducts ecological impact assessments and environmental hazard inspections to reduce the environmental impact.

In 2025, none of the Company's R&D centers, manufacturing sites, or operational sites were located within, adjacent to, or in biodiversity-sensitive areas of nature reserves. Through systematic evaluation, it was determined that the Company's operations and related products and services have not caused any adverse impacts on ecosystems, biodiversity, as well as soil and groundwater environments.

Impacts, Risks, and Opportunities Management

ChemExpress adheres to the risk control philosophy of "safety first and prevention-oriented." Based on the *Emergency Response Plan for Sudden Environmental Incidents* and risk assessment reports, a closed-loop management system has been established that covers the entire lifecycle from risk identification to disposal. For critical units such as laboratories and hazardous waste storage areas, the Company implements a three-tier response mechanism, installs rainwater cutoff valves in the industrial park, and stockpiles emergency response materials to ensure effective control of related environmental risks.

Risk Emergency Management Process



Metrics and Targets

To systematically optimize environmental compliance management, ChemExpress has established an indicator and target system around the construction of management systems. By combining quantitative targets with process control, we continuously optimize environmental performance and promote green development.

Objective		
By 2030		
Eliminate major sudden environmental incidents	occurrences of environmental-related administrative penalties	Certification rate for the ISO 14001 Environmental Management System in primary R&D centers and manufacturing sites by 2030
zero occurrences	Ensure zero	100%

Environmental Management Performance in 2025

In 2025		
Major Sudden Environmental Incidents	Environment-Related Administrative Penalties	Major R&D centers and manufacturing sites that have passed ISO 14001 environmental management system certification
0	0	7



Pollution Prevention and Control

ChemExpress upholds the fundamental principle of safeguarding ecological and environmental safety, considering pollution control as one of its core strategies for sustainable development. The Company adheres to stricter standards and employs systematic governance capabilities to address environmental challenges. We continuously strengthens comprehensive management over pollution sources, advancing emission controls to higher levels, with the aim of achieving a synergistic win-win between corporate growth and environmental protection.



Exhaust Emission Management

The Company has established a comprehensive exhaust gas management system covering "source collection—process control—end purification" in accordance with national regulations. We have formulated and implemented systems and documents including the *Factory Exhaust Gas Source Management Procedures*, the *SOP for Waste Gas Treatment System*, and the *Standard Management Procedure for Waste Gas Treatment System* to clearly define operational requirements and management responsibilities at each stage. By improving internal operation practices, strengthening the operation management of treatment facilities, and implementing closed and automated collection system, the Company continuously enhances the exhaust gas treatment capabilities and robust operation. Additionally, we regularly commission qualified third-party institutions to conduct emission monitoring, implementing continuous tracking and compliance verification for key pollutants to ensure consistent achievement of all emission indicators, effectively reducing the impact of operational activities on the surrounding atmospheric environment.

Measures for Exhaust Gas Management

Measures for Exhaust Gas Collection

- Ventilation hoods, specialized reactors, and flexible fume hoods are installed in lab and production areas to efficiently collect VOCs at the source and reduce risks associated with fugitive emission.
- In the workshops, operations are conducted within enclosed equipment, complemented by OEB4 isolators and end-of-line high-efficiency filtration systems, which minimize dust leakage and enhance operational safety.
- Closed collection pipelines are installed in wastewater treatment pools to capture exhaust gases throughout the entire process without any blind spots, effectively preventing potential leakage.



Waste Gas Treatment Process

- The "RTO + scrubber" combination is adopted to deeply purify acidic, alkaline, halogenated, and organic exhaust gases, ensuring full compliance with emission standards.
- For exhaust gases containing dichloromethane, resin adsorption plus regeneration technology is applied to achieve efficient adsorption, recyclable use of the adsorbent, and recovery of organic solvents.
- Based on the operational status of the equipment, systematic optimization of resin replacement is carried out to increase the efficiency of key pollutant removal.
- For VOCs and malodorous gases, activated carbon adsorption purification is implemented, utilizing its high specific surface area structure to efficiently absorb pollutants, ensuring full compliance with emission standards after treatment.



Wastewater Discharge Management

The Company strictly adheres to the national and relevant wastewater discharge laws and regulations in the operational areas. We have formulated and implemented internal management requirements including the *Factory Wastewater Source Management Procedures* and other relevant rules to ensure that the entire process of wastewater treatment and discharge complies with environmental protection compliance standards.

The Company entrusts professional third-party testing institutions to regularly monitor the wastewater from the main R&D centers and manufacturing sites, with a focus on key water quality indicators such as Chemical Oxygen Demand (COD), ammonia nitrogen, and pH levels. Leveraging a scientific and comprehensive wastewater classification management system and strict routine monitoring mechanisms, the Company consistently achieves 100% compliant wastewater discharge, effectively reducing the risk of water pollution.

Wastewater Management Measures

Wastewater Categorization and Management

- The Company implements classified management of R&D and production wastewater, domestic sewage, and other effluents, determining appropriate treatment pathways based on pollution characteristics to ensure that the entire process—from collection, treatment to discharge—complies with environmental requirements.
- Wastewater without any hazardous waste characteristics (such as cooling water discharge and domestic sewage) is treated through dedicated facilities to meet discharge standards. For waste streams containing higher concentrations of organic solvents, including laboratory waste liquids and equipment cleaning wastewater, disposal is conducted in strict accordance with regulatory requirements, effectively mitigating environmental risks.

Special Measures for Wastewater Treatment

- Shandong Heze Manufacturing Site: Installed new online monitoring equipment for effluent water quality, improving monitoring accuracy and enabling real-time alerts to effectively prevent the risk of non-compliant discharges.
- 2Y-Biopharma Jiangsu Drug Product GMP Manufacturing Site: Upgraded the process cooling water system to a mold temperature controller (MTC) recirculating cooling system, significantly reducing cooling water discharge and lowering amount of wastewater generated.
- Anhui Ma'anshan c-GMP Manufacturing Site: Implementing comprehensive solutions for production liquid wastes and optimized treatment protocol for phosphorus-containing wastewater and sludge in cleanroom suites.
- Chongqing ADC CDMO Manufacturing Site: Installed an MBR (membrane bioreactor) system to enhance wastewater treatment capacity, implemented separate management of domestic sewage and industrial wastewater, and redirected CU equipment room drainage into the domestic sewage system. These measures effectively reduce the load on the wastewater treatment plant and improve system stability and operational efficiency.

Waste Management

The Company strictly adheres to the requirements of laws and regulations. We have formulated and improved internal management systems such as the *Hazardous Waste Pollution Prevention and Control Responsibility System* and the *Hazardous Waste Management Regulations*, establishing a comprehensive waste management system covering responsibility implementation, reduction control, and operational standards. On this basis, the Company has also introduced the *Hazardous Waste Energy Conservation and Emission Reduction Policy*. This system directly tied reduction targets to departmental performance metrics, setting a rigid requirement that "waste generation fluctuates¹⁰ no more than ±10% from the benchmark value," using data-driven methods to reinforce environmental responsibilities at all levels.

¹⁰ Approval Basis: Average waste generation volume in the latest three years.

Waste Management Measures

General Waste

- Waste classification bins have been set up in the park. Domestic waste is sorted and collected daily, then transferred to the waste collection room for unified removal by sanitation departments, ensuring standardized disposal.
- General industrial solid wastes such as waste packaging cardboard boxes and wooden pallets are stored separately and temporarily kept in a designated general solid waste storage area. They will be properly transported and disposed of by qualified external vendor in a compliant manner.
- By optimizing manufacturing processes to reduce the use of raw materials and solvents, we minimize the generation of general solid waste at its source, effectively alleviating the pressure on waste management.

Hazardous Waste

- Organic solvent waste liquids, laboratory waste, waste packaging containing hazardous substances, and waste activated carbon are centrally stored in a designated hazardous waste storage room. These materials are stored in sealed storage and anti-seepage measures.
- All hazardous waste is entrusted to qualified entities for standardized transfer and harmless disposal, ensuring that the entire process is traceable and subject to supervision.
- Solvent recycling initiatives have been implemented, allowing for the recovery and reuse of solvents generated by certain projects. This approach reduces the generation of hazardous waste at its source, lowering both waste emissions and operational costs.

Solvent Recovery

Through the development of a toluene recovery and recycling process, the Company has achieved solvent circularity, reducing toluene consumption down to 30 tonnes – a reduction of 80%. This initiative has effectively decreased waste generation, alleviated environmental burden, and delivered substantial savings in solvent procurement costs, achieving a dual improvement in both environmental and economic performance.

Noise Management

The Company has developed a systematic noise control system around this standard. The primary sources of noise during the Company's operations include laboratory and auxiliary equipment, exhaust gas and wastewater treatment facilities, as well as outdoor air conditioning units. To ensure continuous compliance with noise emission standards, we systematically advance from three aspects: equipment selection, process improvement, and noise monitoring. This has formed a comprehensive noise prevention and control mechanism covering "source prevention—transmission interruption—intelligent monitoring."

Noise Management Initiatives

Equipment Selection and Layout

Prioritize the use of environmentally friendly equipment with low noise and low vibration; in the planning of the factory area, concentrate high-noise equipment in dedicated buildings to minimize impact on the environment.

Engineering and Technical Controls

By implementing engineering measures such as base vibration reduction, building sound insulation, flexible connections for ductwork, and mufflers at exhaust outlets, the transmission paths of noise are effectively blocked, thereby reducing the operational noise levels.

Monitoring and Compliance Management

Regularly commission qualified third-party institutions to conduct boundary noise monitoring, continuously validating that noise emissions comply with relevant standards, and ensuring that the impact of operational activities on the surrounding environment remains within a controlled range.

Resources Utilization

ChemExpress is committed to treating efficient resource utilization and environmentally responsible development as integral components of the corporate sustainability strategy, continuously building a systematic green management framework encompassing energy, water resources, and raw materials and packaging. With compliance as the foundation, innovation as the driver, and the enhancement of resource efficiency and reduction of environmental footprint as the core objectives, the Company continuously strengthens the green resilience of its operations through refined full-process management, advancing steadily toward high-quality, low-carbon development.



Energy Management

The Company strictly adheres to national laws and regulations. We have established the *Office Energy Saving and Consumption Reduction Management Policy* and the *Laboratory Energy Conservation and Emission Reduction Management Policy*, clearly defining the energy-saving responsibilities of each department. Through measures such as setting water and electricity cost control indicators and standardizing consumables requisition standards, the Company includes energy usage into the departmental performance evaluation system to ensure accountability in energy management.

Energy Management Measures

Category	Management Measures	Approaches and Achievements
Technology and equipment optimization	Upgrade high-energy consumption equipment	Adopt the "MH-K Type Pump Pressure Boosting Energy-saving Device," replacing high-power motors with more suitable low-power motors, and equip it with highly efficient energy-saving pumps to reduce equipment operation energy consumption.
	Selection and maintenance of energy-efficient equipment	Prioritize the procurement of energy-efficient equipment, establish inspection and maintenance mechanisms, promptly identify and address faults, and optimize parameters to ensure efficient operation of the equipment.
	Process technology enhancement	By adopting an RTO (Regenerative Thermal Oxidizer) system, natural gas consumption is reduced through thermal recovery and combustion optimization. Optimizing fan selection and variable frequency control further reduces electricity consumption, thereby enhancing overall process energy efficiency.
	Office building renovation	Install variable frequency control modules to optimize exhaust logic, achieving demand-based ventilation and reducing unnecessary energy consumption.
Energy management and monitoring	Full-category energy inventory	Reducing the floor height from 4.8 meters to the actual required height has decreased air conditioning cooling waste by approximately 37.5%; this is expected to save 128,569 kWh annually.
	Air conditioning system control and management	Conduct statistical analysis and budget comparisons for electricity, natural gas, steam, and tap water to identify abnormal energy consumption and potential areas for energy savings, thereby enhancing the precision of energy management.
	Update lighting system	Air conditioning is only activated when the indoor temperature exceeds 30°C in summer, with a minimum threshold of 26°C; strict adherence to the policy of "turning off air conditioning when leaving and closing doors and windows while using air conditioning" is enforced to minimize unnecessary energy consumption.
Behavior and awareness improvement	Deploy photovoltaic projects	Comprehensively use LED lighting sources and radar sensors; promote natural daylighting and the practice of turning off lights when unoccupied. Strengthen equipment maintenance to eliminate abnormal energy consumption.
	Energy-saving training and promotion	The industrial park housing the Qidong GMP drug product manufacturing base in Qidong, Jiangsu has installed a 1,980 kW photovoltaic system, generating a cumulative total of 1,910,000 kWh of green electricity in 2025.
	Laboratory behavior monitoring	Conduct energy-saving training and promote awareness on energy conservation, enhancing employees' awareness and willingness in saving energy.
		Establish a monitoring mechanism for laboratory energy usage, conduct regular inspections of equipment utilization, and encourage the shutdown of idle devices to avoid no-load energy consumption.

Water Resource Management

The Company strictly adheres to relevant laws and regulations, fully implementing national requirements for water resource conservation and protection. On this basis, the Company relies on a comprehensive environmental management system and internal water usage management systems to standardize water usage behavior across all production and R&D processes, strengthening full-cycle control over water resources.


Water Resource Management Measures

Category	Management Measures	Approaches and Achievements
Application of water-saving technologies	Optimize water saving in equipment operation	Enhance the cooling efficiency of vacuum pumps, implement precise control over water-using equipment, reduce water consumption per unit time, and achieve water conservation in production processes.
	Efficient operation and maintenance of the water circulation system	Professional water treatment processes are employed to control turbidity and bacterial content, preventing clogging and ensuring the stability of the circulating water system. This is complemented by pumping and dredging operations to enhance circulation efficiency and reduce the need for fresh water replenishment.
	Advanced treatment and reuse of wastewater	Through the deep purification of effluent water using environmentally friendly agents, the water quality is brought up to reuse standards, thereby reducing the demand for fresh water resources and improving the overall utilization rate of water resources.
	Wastewater recycling	Using part of the effluent from the wastewater treatment plant as makeup water for the bio-deodorization tanks saved 1,020 cubic meters of fresh water throughout the year.
	Purified water identification system and concentrated water recovery	The purified water identification system automatically identifies and monitors water usage, avoiding unnecessary consumption. The concentrated water recovery device reduces the drainage rate from 10 T/h to 8.3 T/h, achieving a recovery rate of 17%, thereby reducing wastewater discharge and improving water resource recycling efficiency.
Rainwater collection and utilization	Construct rainwater reuse system	Construct rainwater harvesting facilities to use rainwater for non-productive purposes such as lawn irrigation and landscaping maintenance, thereby reducing reliance on municipal water supplies and lowering freshwater consumption.
Water resource management and awareness improvement	Water facility operations and maintenance management	Establish a regular maintenance and inspection mechanism to promptly repair leaks and valve malfunctions, preventing water waste caused by drips and spills.
	Cultivate water conservation awareness among all employees	Conduct water conservation publicity and training to raise employees' awareness and habits regarding water saving, encouraging full participation in water-saving initiatives. This creates an atmosphere where everyone is involved in reducing water consumption and waste.

Management of Raw Materials and Packaging Supplies


ChemExpress adheres to a green development philosophy, promoting the minimization, recyclability, and environmental management of packaging materials throughout the entire process of product research and development, manufacturing, and transportation. The Company implements various measures such as process optimization, upgraded packaging design, resource recovery and reuse, and electronic substitution to reduce the environmental impact of packaging materials across the product lifecycle, continuously enhancing the resource utilization efficiency and environmental friendliness of packaging materials.

Management of Raw Materials and Packaging Supplies Measures




Optimization of Packaging Process and Design

Through process optimization, product structure adjustment, and iterative packaging solutions, we reduce the environmental impact of packaging materials at the end of a product's lifecycle and increase resource utilization efficiency.




Packaging Material Recovery and Recirculation Utilization

Recycle and adapt insulated containers into low-temperature laboratory equipment, thereby increasing the reuse rate of packaging materials and extending their usage cycle.



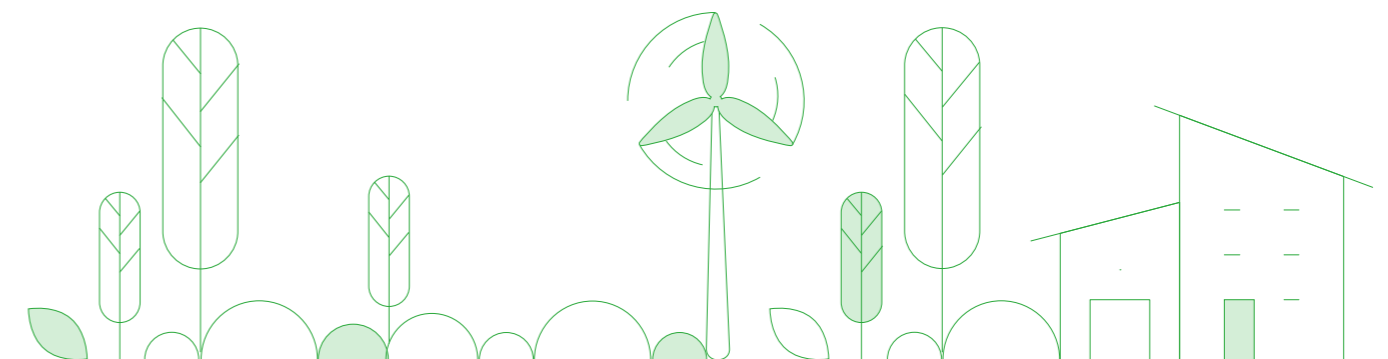
Environmental-friendly Packaging Design

The experimental instrument lid-opening device is designed using recyclable materials, facilitating classification and recycling, and reducing the generation of packaging waste.



Implement Electronic User Manuals

Go completely paperless with QR codes in instructions manuals, reducing the use of paper and ink, lowering consumption of forest resources. It is estimated that this initiative can protect nearly 2,000 ten-year-old trees annually, significantly enhancing resource conservation and emission reduction benefits.



Green Chemistry

In pursuit of the green development and sustainable manufacturing goals, the Company continuously integrates green principles throughout its R&D, production, and operational processes, driving pollution reduction, efficient resource utilization, and improved environmental performance through technological innovation and management optimization. In the areas of green chemistry, resource circularity, and clean process substitution, the Company actively adopts cutting-edge technologies and deepens industry-academia-research collaboration, accelerating the green transformation of conventional processes, reducing energy and resource consumption, and minimizing the generation and discharge of pollutants.

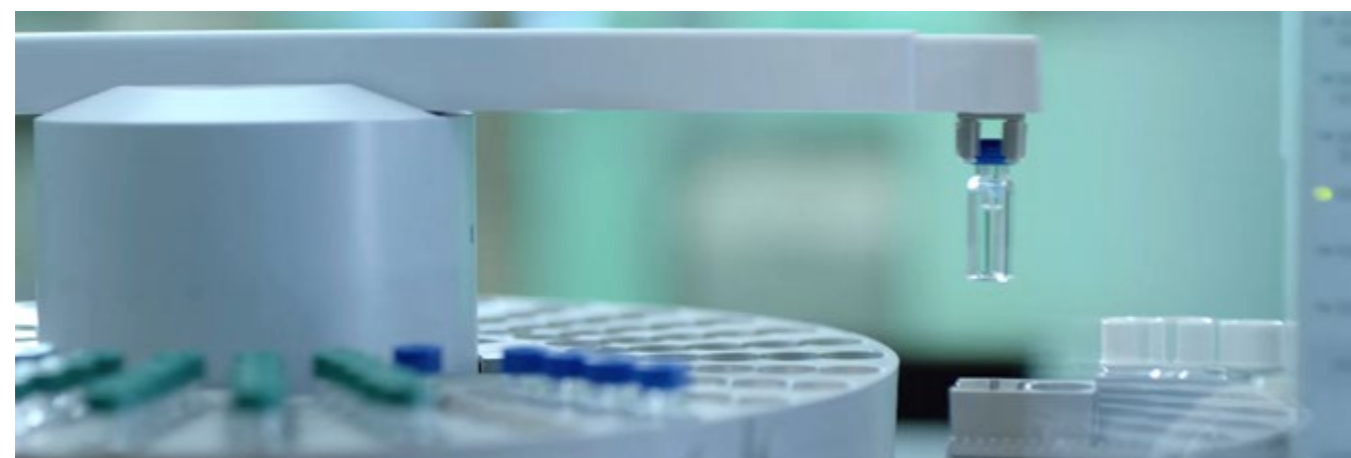


Green Chemistry Technology

Guided by the core principles of source reduction, process optimization, and resource circularity, the Company actively introduces innovative green reaction technologies such as photocatalysis and flow chemistry, and combines these with wastewater resource recovery and recycling practices to systematically enhance the environmental friendliness and sustainability of its chemical synthesis processes, providing technical support for building a green manufacturing system and achieving environmental high-standard.

Enhancement of Reaction Efficiency and Environmental Performance through Photochemistry and Electro-catalysis

To address the high energy consumption, poor selectivity, and reliance on hazardous reagents associated with traditional thermal catalysis processes, the Company has partnered with UVLEDTEK to develop "chip-level" photochemical equipment, while simultaneously collaborating with universities to explore electrocatalytic alternatives. By coupling custom LED light sources with precisely tuned wavelengths to microfluidic reactors, a new generation of photochemical equipment has been deployed in the Company's R&D laboratory and successfully applied to key reaction steps during the development phase, improving reaction efficiency by over 25% while significantly reducing energy consumption and downstream processing requirements. Meanwhile, the Company is advancing electrocatalytic screening research through collaborating with academia, exploring the use of clean electrical energy to replace conventional redox systems and reduce the generation of heavy metal and salt-based waste at the source. The two technologies are being advanced in tandem, not only building up the Company's green synthesis capabilities, but also laying a solid foundation for future reductions in production costs, improvements in inherent safety, and the achievement of higher environmental standards.



Resource Recovery and Recirculation of Low-Concentration Bromine-Containing Wastewater

The Company conducted exploratory research on resource recovery processes for low-concentration bromine-containing wastewater. At the Anhui Ma'anshan c-GMP Manufacturing Site, by combining measures such as the repeated use of palladium-carbon catalysts in green manufacturing practices, the Company successfully reduced the extraction and processing difficulties associated with bromine resources. Leveraging the Company's overall solvent recycling system, related production processes cumulatively reduced the consumption of palladium resources by approximately 70 kilograms and organic solvent procurement and disposal volumes by about 500 tonnes by 2025. The continuous optimization of bromine-containing wastewater recovery technology is expected to further reduce the input of brominated raw materials and wastewater discharge in the future, thereby alleviating regional water environmental pressures from the source. This practice not only lowers production costs but also demonstrates the Company's commitment to promoting green manufacturing and a circular economy, providing a reference path for clean production within the industry.

Green Application of Enzyme Catalysis Technology in the Synthesis of Chiral Amino Acids

In the synthesis of a chiral unnatural amino acid, the conventional production route required expensive reagents and complex reaction steps, placing considerable pressure on production costs and environmental management. To improve the green credentials of the process, the Company introduced highly efficient enzyme catalysis technology, constructing the chiral center in a single enzymatic step, eliminating the need for precious metal catalysts. Following the process upgrade, product yield increased to above 75%, material costs were reduced by approximately 30%, overall production costs decreased by approximately 20%, solvent consumption fell by 30%, and waste generation was reduced by approximately 25%. In addition, this technology application reduces the volume of organic waste liquid requiring treatment by more than 500 tonnes per year, delivering meaningful economic benefits while significantly reducing the environmental impact of the production process.

Following the process upgrade

product yield increased to above	material costs were reduced by approximately	overall production costs decreased by approximately	solvent consumption fell by	waste generation was reduced by approximately
75%	30%	20%	30%	25%

High-Throughput Experimentation Technology Drives Key Intermediate Process Optimization

In 2025, during the production of a key intermediate for a certain drug, the Company found that the original process used expensive fluorine reagents and base reagents, which put pressure on cost control for large-scale production. To optimize the production process, the Company utilized high-throughput screening technology to systematically optimize reaction conditions and reagents. Under the premise of ensuring product quality and stable reaction yield, the Company successfully replaced the costly base with a low-cost alternative and optimized the usage of fluorine reagents. Compared to the original process, the new process reduced the use of fluorine reagents by approximately 50% and decreased overall material costs by nearly 40%. This not only lowered material costs but also provided a much more economical and efficient technical pathway for large-scale production.

Compared to the original process

the new process reduced the use of fluorine reagents by approximately	decreased overall material costs by nearly
50%	40%

Appendix

Key Performance Table

Economic Performance

Performance Indicator	Unit	2025
Operating Revenue	RMB 10,000	287,689.62
Total Assets	RMB 10,000	629,427.41
Main Business Revenue	RMB 10,000	286,339.13

Governance Performance

Corporate Governance

Performance Indicators	Unit	2025	2024 ¹¹	2023
Number of Board Members	Person	7	9	9
Independence	Number of Independent Directors	Person	3	3
	Number of Non-independent Directors	Person	4	6
Gender	Number of Female Directors	Person	3	0
	Number of Male Directors	Person	4	9
	Percentage of Female Directors	%	42.86	0
Nationality	Number of Directors with Chinese Nationality	Person	6	8
	Number of Directors with Nationalities of Other Countries	Person	1	1
Age	Number of Directors Aged 30 to 40	Person	1	1
	Number of Directors Aged 41 to 50	Person	5	5
	Number of Directors Aged 51 or Above	Person	1	3
Education Background	Number of Directors with Doctoral Degree	Person	5	5
	Number of Directors with Master's Degree	Person	2	2
	Number of Directors with Bachelor's Degree	Person	0	1

¹¹ To reflect the actual situation prior to the leadership transition, the data has been revised, with the statistical period ending on December 31, 2024.

Business Ethics and Compliance

Performance Indicator	Unit	2025	2024	2023
Number of Reports Generated by Whistleblowing Procedures	Case(s)	0	0	0
Number of Confirmed Corruption Incidents	Case(s)	0	0	0
Anti-commercial and Anti-Corruption Training	Number of Directors Receiving Training	Person	7	9
	Percentage of Directors Receiving Training	%	100	100
	Number of Employees in the Management Receiving Training	Person	1,281	822
	Percentage of Employees in the Management Receiving Training	%	100	100
	Number of Employees Receiving Training	Person	5,210	3,576
	Percentage of Employees Receiving Training	%	100	100
Percentage of All Sites Assessed or Audited on A Specific Business Ethics Issues	%	100	100	
Percentage of Operational Points Assessed for Corruption Risks	%	100	100	
Percentage of Risky Trading Partners Covered by A Due Diligence Process on Corruption or Information Security	%	100	100	
Amount of Lawsuits or Significant Administrative Penalties Due to Unfair Competition During the Reporting Period	RMB 10,000	0	0	

Data Security and Customer Privacy Protection

Performance Indicator	Unit	2025	2024	2023
Amount Involved in Data Security Incidents	RMB 10,000	0	0	
Amount Involved in Customer Privacy Breaches	RMB 10,000	0	0	
Number of Confirmed Information Security Incidents	Case(s)	0	0	

Social Performance

Rural Revitalization and Social Contribution

Performance Indicator	Unit	2025	2024	2023
Rural Revitalization Investment Amount	RMB 10,000	23.57	36.80	0
Number of Employee Volunteer Service Participation	Person-times	35	35	220
Volunteer Activity Duration	Hours	110	245	440

Employee Rights and Benefits

Performance Indicator		Unit	2025	2024	2023
Total Number of Employees		Person	4,195	3,576	3,370
By Gender	Male	Person	2,194	1,827	1,756
	Female	Person	2,001	1,749	1,614
By Age	Aged 50 or Above	Person	86	61	50
	Aged 30 to 50	Person	2,288	1,748	1,636
	Aged under 30	Person	1,821	1,767	1,684
By Level	Entry-Level Employees	Person	3,046	2,754	2,637
	Middle Management Employees	Person	944	689	609
	Senior Management Employees	Person	205	133	124
By Employment Form	Regular Employees	Person	4,195	3,576	3,370
	Non-regular Employees	Person	0	0	0
By Region	Chinese Mainland	Person	3,997	3,464	3,284
	Hong Kong, Macao, Taiwan, and Overseas	Person	198	112	86
Employee Diversity	Percentage of Women in Entry-level Management	%	51.35	52.94	51.51
	Percentage of Women in Middle Management	%	40.25	37.88	36.95

Performance Indicator		Unit	2025	2024	2023
Employee Diversity	Percentage of Women in Senior Management	%	27.80	22.56	27.42
	Number of Ethnic Minority Employees	Person	108	26	61
Employee Equality and Anti-Discrimination	Percentage of Workers from Minority and/or Vulnerable Groups in Total Workforce	%	3.08	1.30	2.34
	Percentage of Minority and/or Vulnerable Group Employees in Senior Management Team (Excluding Board)	%	0.00	0.00	0.00
	Total Number of Discrimination Incidents during the Reporting Period	Case(s)	0	0	0
	Percentage of Employees Receiving Diversity, Equity, and Inclusion Training	%	100	100	100
	Percentage of Operational Locations that Have Undergone Human Rights Impact or Risk Assessment	%	100	100	100
	Percentage of Employees Covered by Formally Elected Employee Representatives or Collective Agreements	%	100	100	100
	Unadjusted Gender Pay Gap ¹²	%	77.42	75.36	81.53
Number of Employees Assisted in Difficulties		Person	8	8	6
Employee Turnover Rate		%	19.48	22.66	27.04
By Gender	Male	%	20.48	22.65	29.02
	Female	%	18.36	22.68	24.76
By Age	Aged 50 or Above	%	19.63	16.44	29.58
	Aged 30 to 50	%	17.90	17.78	19.76
	Aged under 30	%	21.37	27.13	32.88
By Region	Chinese Mainland	%	19.67	22.73	27.39
	Hong Kong, Macao, Taiwan, and Overseas	%	15.38	20.57	10.42
By Level	Entry-Level Employees	%	22.47	25.41	30.90
	Middle Management Employees	%	11.19	11.89	15.67
	Senior Management Employees	%	5.96	11.33	9.23

¹² Unadjusted Gender Pay Gap= Mean hourly pay for female employees / Mean hourly pay for male employees *100%.

Employee Training and Development¹³

Performance Indicator		Unit	2025	2024	2023
Total Employee Training Expenditure		RMB 10,000	54.57	68.88	102.77
Number of Employee Training Sessions		Count(s)	3,393	1,290	548
Total Number of Employees Trained		Person	5,210	3,576	3,370
Employee Training Coverage Rate		%	100	100	100
By Gender	Average Training Duration for Male Employees	Hours	31.80	8.18	7.38
	Average Training Duration for Female Employees	Hours	30.53	8.21	6.76
By Level	Average Training Duration for Entry-Level Employees	Hours	33.11	8.19	6.33
	Average Training Duration for Middle Management Employees	Hours	26.49	8.08	10.56
	Average Training Duration for Senior Management Employees	Hours	19.87	8.81	6.96
Average Employee Training Duration		Hours	31.20	8.19	7.07
Total Employee Training Duration		Hours	162,569.00	29,295.00	23,869.92
By Gender	Total Training Duration for Male Employees	Hours	87,736.00	14,940.45	12,959.28
	Total Training Duration for Female Employees	Hours	74,833.00	14,354.55	10,910.64
By Level	Total Training Duration for Entry-Level Employees	Hours	130,083.00	22,557.15	16,692.21
	Total Training Duration for Middle Management Employees	Hours	28,155.00	5,566.05	6,431.04
	Total Training Duration for Senior Management Employees	Hours	4,331.00	1,171.80	863.04
Total Number of Employees Receiving Regular Performance and Career Development Reviews		Person	4,195	3,576	3,370
Percentage of Employees Receiving Regular Performance and Career Development Reviews		%	100	100	100

Occupational Health and Safety

Performance Indicator		Unit	2025	2024	2023
Work Safety Investment		RMB 10,000	600.07	611.26	607.65
Health and Safety Training	Total Hours of Employee Participation in Health and Safety Training	Hours	174.30	145.50	107.00
	Employee Health and Safety Training Coverage Rate	%	100	100	100
Accident Situation	Number of Days Lost Due to Work-Related Injuries	Days	848	788	790
	Number of Work-Related Employee Injuries	Case(s)	16	23	14

¹³ The 2025 training data scope includes training for temporary personnel.

Performance Indicator		Unit	2025	2024	2023
Number of Serious or Fatal Work Safety Incidents		Case(s)	0	0	0
Rate of Safety Hazard Rectification		%	100	100	100
Percentage of Operational Sites with Health and Safety Risk Assessments for Employees		%	100	100	100
Amount Invested in Work Injury Insurance		RMB 10,000	175.77	141.70	117.11
Coverage Rate of Work Injury Insurance		%	100	100	100
Percentage of All Employees Across All Company Locations Represented by Formal Management-Worker Joint Health and Safety Committees		%	100	100	100
Occupational Disease Health Examination Coverage Rate		%	100	100	100

Safety and Quality of Products and Services

Performance Indicator		Unit	2025	2024	2023
Product Safety and Quality	Product Safety and Quality Training Coverage Rate	%	100	100	100
	Total Number of Incidents Violating Regulations or Voluntary Codes Regarding the Health and Safety Impacts of Products and Services	/	0	0	0
	Total Number of Incidents Warning for Violations of Regulations Related to the Health and Safety Impacts of Products and Services	/	0	0	0
	Amount Involved in Major Safety and Quality Incidents Related to Products and Services that Resulted in Significant Damage	RMB 10,000	0	0	0
	Percentage of Important Product and Service Categories Requiring Improvement in Health and Safety Impacts	%	0	0	0
Customer Service	Customer Complaint Response Rate	%	100	100	100
	Customer Complaint Resolution Rate	%	100	100	100

Innovation and R&D

Performance Indicator		Unit	2025	2024	2023
Innovation and R&D Investment	Number of R&D Personnel	Person	504	391	437
	Percentage of R&D Personnel	%	12.01	10.93	12.97
	R&D Investment Amount	RMB 10,000	23,761.73	22,693.20	22,411.55
	R&D Investment as a Percentage of Revenue	%	8.26	10.00	11.92
Intellectual Property Rights	Number of Patent Applications	/	70	57	67
	Including: Number of Invention Patent Applications	/	53	52	47
	Including: Number of Utility Model Patent Applications	/	17	5	20
	Number of Patents Granted	/	17	37	28
	Including: Number of Invention Patents Granted	/	15	20	19
	Including: Number of Utility Model Patents Granted	/	2	17	9
	Number of Invention Patents Applied to Core Business	/	114	103	85
	Number of Valid Patents	/	207	194	159

Sustainable Supply Chain Management¹⁴

Performance Indicator		Unit	2025	2024	2023
Number of Suppliers	Total Number of Suppliers	/	4,814	820	860
	Number of Suppliers in Chinese Mainland	/	4,575	820	860
	Number of Suppliers in Hong Kong, Macao, Taiwan, and Overseas	/	239	0	0
	Number of Local Suppliers	/	1,278	207	217
Supplier Evaluation and Development Supplier Assessment and Development	Percentage of Target Suppliers Signing Sustainable Procurement Charters/Supplier Codes of Conduct	%	100	100	100
	Percentage of Target Suppliers with Contracts Containing Environmental, Labor, and Human Rights Clauses	%	100	100	100
	Percentage of Target Suppliers with Corporate Social Responsibility Assessments (Questionnaires)	%	100	100	100
	Percentage of Target Suppliers Audited for Corporate Social Responsibility (On-site Audits)	%	100	100	100
	Percentage of Audited/Assessed Target Suppliers participating in Improvement Actions or Capacity Building	%	100	100	100
	Percentage of Procurement Personnel in All Regions Trained in Sustainable Procurement	%	100	100	100

¹⁴ The data for 2023 and 2024 refers to the Parent Company. Starting in 2025, the scope of the data extends to the entire Group.

Environmental Performance¹⁵

Climate Change Tackling

Performance Indicator		Unit	2025	2024	2023
Scope I GHG Emissions	tCO ₂ e		1,374.89	2,277.74	2,231.82
Scope II GHG Emissions	tCO ₂ e		34,586.72	24,780.73	22,023.64
Total GHG Emissions	tCO ₂ e		35,961.61	27,058.47	24,255.46
GHG Emissions Intensity	tCO ₂ e /Million RMB		12.50	11.92	12.90

Pollutant and Waste Management

Performance Indicator		Unit	2025	2024	2023
Waste Gas Emissions	Total Waste Gas Emissions	Standard cubic meters	7,318,981,794.70	6,858,371,929.38	6,041,344,090.88
	Sulfur Oxides (SO _x) Emissions	Tonnes	0.41	0.35	0.34
	Nitrogen Oxides (NO _x) Emissions	Tonnes	1.16	0.64	0.74
	Particulate Matter (PM) Emissions	Tonnes	0.16	0.59	0.09
	Volatile Organic Compounds (VOCs) Emissions	Tonnes	9.60	5.77	6.32
Waste-water Discharge	Wastewater Discharge Volume	Standard cubic meters	328,859.56	230,360.37	167,513.05
	Chemical Oxygen Demand (COD) Emissions in Wastewater	Tonnes	17.02	11.28	9.61
	Biochemical Oxygen Demand (BOD) Emissions	Tonnes	2.96	3.17	2.31
	Ammonia Nitrogen (NH ₃ -N) Emissions	Tonnes	0.83	1.09	6.22
	Total Nitrogen (TN) Emissions	Tonnes	9.79	0.81	3.69
	Total Phosphorus (TP) Emissions	Tonnes	0.10	0.05	0.04
Hazardous Waste	Hazardous Waste Disposal Volume	Tonnes	14,659.39	10,730.16	9,018.68
	Total Recycling Volume	Tonnes	0.00	0.00	0.00
General Waste	Total General Waste	Tonnes	629.73	559.71	596.81
	Total Recycling Volume	Tonnes	0	0	0

¹⁵ Due to the expansion of the scope to include the entire group, the environmental performance data for 2023 and 2024 have been adjusted compared to previous figures.

Resource and Energy Management

Performance Indicator		Unit	2025	2024	2023
Packaging Material Management	Total Packaging Material Consumption	kg	286,739.59	248,289.26	100,808.10
	Total Electricity Consumption	kWh	61,526,793.41	42,150,531.92	39,861,945.54
Energy Management	Purchased Electricity	10,000 kWh	6,152.68	4,215.05	3,986.19
	Gasoline	Tonnes	14.02	14.30	14.51
	Diesel	Tonnes	7.91	14.03	8.07
	Natural Gas	10,000 cubic meters	59.22	99.18	98.10
	Liquefied Petroleum Gas (LPG)	Tonnes	2.44	4.84	3.64
	Purchased Steam Thermal Energy	Tonnes	9,629.19	7,142.84	2,581.10
	Renewable Energy Consumption	10,000 kWh	248.01	0	0
	Percentage of Renewable Energy in Total Energy Consumption	%	3.64	0	0
	Total Energy Consumption	Ton of standard coal	8,381.49	6,540.83	6,236.86
	Water Resource Management	Total Water Consumption ¹⁶	Cubic meters	79,443.74	91,724.80
Total Water Withdrawal		Cubic meters	435,355.46	389,373.98	325,563.42
Freshwater Withdrawal		Tonnes	375,355.46	349,420.98	325,563.42
Rainwater Collection and Reuse Volume		Cubic meters	60,000.00	39,953.00	-
Recycled Water Usage ¹⁷		Cubic meters	424,972.00	426,459.18	424,506.00
Reuse Rate		%	49.40	52.27	56.60
Total Wastewater Discharge ¹⁸		Cubic meters	355,911.72	297,649.18	181,503.42

¹⁶ Total Water Consumption = Total Water Withdrawal - Total Water Discharge.

¹⁷ Recycling Rate = Recycled Water Volume / (Recycled Water Volume + Total Water Withdrawal) × 100%.

¹⁸ All wastewater is discharged into the sewage pipeline.

ESG Index

Index Table of *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies - Sustainability Report (Trial)*

Dimension	Number	Topic	Chapter Index
Environment	1	Climate change tackling	Climate Change
	2	Pollutant discharge	Pollution Prevention and Control
	3	Waste disposal	Pollution Prevention and Control
	4	Ecosystem and biodiversity conservation	Environmental Management
	5	Environmental compliance management	Environmental Management
	6	Energy usage	Resources Utilization
	7	Usage of water resources	Resources Utilization
	8	Circular economy	Resources Utilization
Society	9	Rural revitalization	Community Contribution
	10	Contributions to the society	Community Contribution
	11	Innovation-driven	Innovative R&D
	12	Ethics of science and technology	Innovative R&D
	13	Supply chain security	Industry Synergy
	14	Equal treatment to small and medium-sized enterprises	Industry Synergy
	15	Safety and quality of products and services	Products and Services
Sustainability related governance	16	Data security and customer privacy protection	Information Security
	17	Employees	Employee Rights and Benefits Employee Development Health and Safety
	18	Due diligence	Business Ethics Risk Management
	19	Communications with stakeholders	Impact Materiality Analysis
	20	Anti-commercial bribery and anti-corruption	Business Ethics
	21	Anti-unfair competition	Business Ethics

Global Reporting Initiative (GRI) Sustainable Development Reporting Standards Disclosure Index

Usage Instructions	ChemExpress has reported the information cited in this GRI content index from January 1, 2025, to December 31, 2025 with reference to the GRI Standards.
Used GRI 1	GRI 1: Foundation 2021

GRI Standard	Disclosure	Chapter
GRI 2: General Disclosures 2021		
The Organization and Its Reporting Practices		
2-1	Organizational details	About ChemExpress
2-2	Entities included in the organization's sustainability reporting	About the Report
2-3	Reporting period, frequency and contact point	About the Report
2-4	Restatements of information	About the Report
2-5	External assurance	Assurance Statement
Activities and workers		
2-6	Activities, value chain and other business relationships	About ChemExpress
2-7	Employees	Employee Rights and Benefits
2-8	Workers who are not employees	Employee Rights and Benefits
Governance		
2-9	Governance structure and composition	Corporate Governance
2-10	Nomination and selection of the highest governance body	Corporate Governance
2-11	Chair of the highest governance body	Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance
2-13	Delegation of responsibility for managing impacts	Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance
2-15	Conflicts of interest	Business Ethics
2-16	Communication of critical concerns	Corporate Governance
2-17	Collective knowledge of the highest governance body	Corporate Governance
2-18	Evaluation of the performance of the highest governance body	Corporate Governance
2-19	Remuneration policies	Corporate Governance

GRI Standard	Disclosure	Chapter
2-20	Process to determine remuneration	Corporate Governance
Strategy, Policies, and Practices		
2-22	Statement on sustainable development strategy	ESG Management
2-23	Policy commitments	ESG Management
2-24	Embedding policy commitments	ESG Management
2-25	Processes to remediate negative impacts	ESG Management
2-27	Compliance with laws and regulations	ESG Management
2-29	Approach to stakeholder engagement	Impact Materiality Analysis
2-30	Collective bargaining agreements	Employee Rights and Benefits
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Double Materiality Assessment of Material Topics
3-2	List of material topics	Double Materiality Assessment of Material Topics
3-3	Management of material topics	Double Materiality Assessment of Material Topics
Economy		
GRI 201: Economic Performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Industry Synergy
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Business Ethics
205-2	Communication and training about anti-corruption policies and procedures	Business Ethics
205-3	Confirmed incidents of corruption and actions taken	Business Ethics
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics
Environmental		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Key Performance Table
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Resources Utilization
302-3	Energy intensity	Resources Utilization

GRI Standard	Disclosure	Chapter
302-4	Reduction of energy consumption	Resources Utilization
302-5	Reductions in energy requirements of products and services	Resources Utilization
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal	Resources Utilization
303-4	Water discharge	Resources Utilization
303-5	Water consumption	Resources Utilization
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environmental Management
304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Management
304-3	Habitats protected or restored	Environmental Management
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Climate Change
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change
305-4	GHG emissions intensity	Climate Change
305-5	Reduction of GHG emissions	Climate Change
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Climate Change
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Pollution Prevention and Control
306-2	Management of significant waste-related impacts	Pollution Prevention and Control
306-3	Waste generated	Pollution Prevention and Control
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Industry Synergy
308-2	Negative environmental impacts in the supply chain and actions	Industry Synergy
Social		
GRI 401: Employment 2016		
401-1	New employee hiring rate and employee turnover	Employee Rights and Benefits
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights and Benefits
401-3	Parental leave	Employee Rights and Benefits
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Health and Safety

GRI Standard	Disclosure	Chapter
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety
403-3	Occupational health services	Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety
403-5	Worker training on occupational health and safety	Health and Safety
403-6	Promotion of worker health	Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
403-8	Workers covered by an occupational health and safety management system	Health and Safety
403-9	Work-related injuries	Health and Safety
403-10	Work-related health issues	Occupational Health and Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Employee Development
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Development
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Employee Rights and Benefits
405-2	Ratio of basic salary and remuneration of women to men	Key Performance Table
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Employee Rights and Benefits
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Contribution
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Industry Synergy
414-2	Negative social impacts in the supply chain and actions taken	Industry Synergy
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Responsible Marketing
417-2	Incidents of non-compliance involving product and service information and labeling	Responsible Marketing
417-3	Incidents of non-compliance concerning marketing communications	Responsible Marketing
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information Security

Assurance Statement



ASSURANCE STATEMENT

REPORT ON SUSTAINABILITY ACTIVITIES IN THE SHANGHAI HAUYUAN CHEMEXPRESS CO., LTD.'s ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT FOR 2025

NATURE OF THE ASSURANCE/VERIFICATION

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Shanghai Haoyuan Chemexpress Co., Ltd. (hereinafter referred to as ChemExpress) to conduct an independent assurance of the Shanghai Haoyuan Chemexpress Co., Ltd.'s Environmental, Social and Governance(ESG) report for 2025 (Chinese version) for the period of January 1, 2025 to December 31, 2025.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Shanghai Haoyuan Chemexpress Co., Ltd.'s Stakeholders.

RESPONSIBILITIES

The sustainability information in the ESG Report for 2025 and its presentation are the responsibility of ChemExpress's Board of directors and management. SGS-CSTC has not been involved in the preparation of any of the material included in the ESG Report for 2025.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3) , a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbility Principles (AA1000AP, 2018).

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
AA1000AS v3 Type 2	Moderate

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria
AA1000 AccountAbility Principles (2018)
GRI Standards 2021 (With Reference to)



ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees on-site at ChemExpress's headquarter, Building 3, Lane 1999, Zhangheng Road, Pudong New Area, Shanghai City, P.R.China, including documentation and record review and validation where relevant. This assurance engagement was restricted to the group level of Shanghai Haoyuan Chemexpress Co., Ltd. and did not include traceability of all original data from subordinate institutions.

LIMITATIONS

Data drawn directly from independently audited financial accounts and intensity data calculated based on financial data has not been checked back to source as part of this assurance process.

The greenhouse gas emissions related data in the ESG Report for 2025 was calculated by ChemExpress. In the context of the present assurance engagement, our procedures were limited to sample-based validation.

This assurance engagement was limited to conducting interviews with departmental managers and selected employees of ChemExpress, in addition to reviewing relevant documents and records.

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Shanghai Haoyuan Chemexpress Co., Ltd., being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we believe that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated. The ChemExpress's ESG Report for 2025 has been prepared in accordance with the Four Principles of AA1000.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

The ChemExpress's ESG Report for 2025 has demonstrated that the organization identified its stakeholders, collected their expectations and concerns, established methods for stakeholder communication and engagement, and undertaken various forms of dialogue and interaction with them.

MATERIALITY

The ChemExpress's ESG Report for 2025 has reasonably disclosed significant issues and indicators that materially affect stakeholder evaluations and decisions, reflecting the organization's most significant impacts on economic, environmental, and social matters based on the concerns raised by relevant stakeholders.

RESPONSIVENESS

The ChemExpress's ESG Report for 2025 has demonstrated the established channels for stakeholder interaction and has fully addressed stakeholder concerns and expectations. Additionally, it has provided transparent responses on material issues to an appropriate extent.

Reader Feedback



IMPACT
The ChemExpress's ESG Report for 2025 has provided an account of the monitoring and measurement of the principal activities' impacts concerning environmental, social, and governance (ESG) issues.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION
On the basis of the methodology described and the verification work performed, we checked management documents, HR system data, minutes of meetings, ISO certifications, etc. We have confidence that the specified performance information included in the scope of assurance is reliable at a moderate level of scrutiny for ChemExpress.

ADHERENCE TO GRI STANDARDS 2021
The assurance team concludes that the ChemExpress's ESG Report for 2025 has been prepared with reference to the requirements of GRI Standards 2021.

RECOMMENDATIONS
All observations pertaining to commendable practices, sustainable development activities, and managerial recommendations identified throughout the assurance process have been thoroughly communicated with relevant management divisions of ChemExpress to serve as a reference for their ongoing efforts towards continuous improvement.

Signed:


For and on behalf of SGS-CSTC

David Xin
Sr. Director – Business Assurance
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Haidian District, Beijing, P.R. China

Apr. 14th, 2026
WWW.SGS.COM



CN26/00002615



AA1000
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Dear Reader,

We sincerely appreciate your taking the time to read the *Environmental, Social, and Governance (ESG) Report of ChemExpress*. We earnestly look forward to your evaluation and valuable feedback on this report, which will provide crucial guidance for our ongoing efforts in sustainable development management and practices. Thank you!

We look forward to your response.

Multiple Choice (Please check the appropriate box)

1. Which category of stakeholders of ChemExpress do you belong to?

- Shareholders and Investors Employees
 Suppliers Customers
 Government and Regulatory Bodies
 Community and Public Partners

2. How do you evaluate ChemExpress's performance in stakeholder communication?

- Satisfactory Average Unsatisfactory

3. Has the information you are concerned about been reflected in the report?

- Yes Partially No

4. Your comprehensive evaluation of this report for 2025:

Readability (expressed in a simple and understandable manner, with appealing design that engages the reader and makes it easy to locate needed information)

- Satisfactory Acceptable Unsatisfactory

Credibility (the information in the report is truthful and reliable)

- Satisfactory Acceptable Unsatisfactory

Information Integrity (balancing both positive and negative performance aspects while meeting your information needs)

- Satisfactory Acceptable Poor

5. What is your overall evaluation of ChemExpress's fulfillment of its social responsibilities?

- Satisfactory Acceptable Unsatisfactory

6. How do you evaluate ChemExpress's performance in corporate governance?

- Satisfactory Acceptable Unsatisfactory

7. How do you evaluate ChemExpress's performance in terms of industry responsibility?

- Satisfactory Acceptable Unsatisfactory

8. How do you evaluate ChemExpress's performance in terms of employee responsibility?

- Satisfactory Acceptable Unsatisfactory

9. How do you perceive ChemExpress's performance in environmental responsibility?

- Satisfactory Acceptable Unsatisfactory

10. How do you evaluate ChemExpress's contributions to society?

- Satisfactory Acceptable Unsatisfactory

11. In the future, do you prefer to receive a paper or an electronic report?

- Hard Copy Electronic Version

12. Please provide any other comments or suggestions you have about the Report here:



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We have been our customers' partner of choice by providing affordable and optimized solutions in the development of new therapeutics, as well as lifecycle assistance with high quality assurance based on innovative technology platforms. We help to bring pharmaceutical and health care products to the world that improve lives and deliver outstanding value to our customers and shareholders.



Official
Website



WeChat
Official Account



WeChat
Video Channel

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