



I-MAB
BIOPHARMA
天 境 生 物



2021

Environmental, Social and
Governance Report

I-Mab

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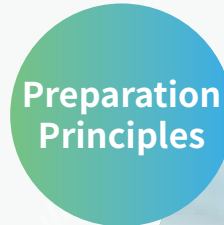
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About this Report

This report is the first environmental, social, and governance report publicly disclosed by I-Mab to respond to stakeholders' expectation and illustrate the Company's philosophy and actions in environmental, social responsibility, and corporate governance.

This report covers I-Mab and its subsidiaries.



From January 1st, 2021, to December 31st, 2021. Some parts may cover more extended period.

The report is prepared in accordance with the *ESG Reporting Guide 2.0* made by Nasdaq, US, where the Company is listed. It also discloses information with reference to the guiding principles of *GRI's Sustainability Reporting Standards* and the focused subjects to capital market ratings.

In this report, "I-Mab," the "Company," and "We" refers to "I-Mab." "Yuan" refers to "RMB" unless otherwise specified.

You may browse and download our reports in simplified Chinese and English on the following website:

ESG Module on the Company's official website
< <https://ir.i-mabbiopharma.com/esg-sustainability> >

About this Report

Message from the Chairman



Jingwu Zang

I-Mab,
Founder, Chairman
Acting CEO

Since its incorporation, I-Mab has rapidly grown into one of the world's leading innovative biotechnology companies. We continue to hold ourselves to the highest standards of innovation as we continue to deepen our global pipeline, expand our global business, and accelerate our transformation into a global specialty biopharma.

By adhering to the values of “Innovation, Integrity, and Resilience,” the Company is committed to the discovery, development and commercialization of novel or highly differentiated biologics to address significant unmet medical needs. We expect to be able to bring truly revolutionary medicines to patients to address the needs of patients around the world.

We would also like to reaffirm our dedication to becoming a global leader in ESG standards and practices. Over the past year, we have enhanced our ESG practices and gained widespread public recognition for our efforts. In May 2021, we were included in the MSCI China Index; in July, we were rated for the first time in the MSCI ESG Rating and received a “BBB” rating, the highest rating among newly initiated rating among China biotech companies; in August, we established an independent ESG committee to formulate our overall ESG strategy, policies, long-term sustainability, objectives and

risks of the Company and superintend the implementation of a daily ESG workflow through our cross-functional ESG working group; in September, we were included in the FTSE Global Equity Index Series (“GEIS”), the FTSE Emerging ESG Low Carbon Select Index and the FTSE Asia (excluding Japan) ESG Low Carbon Select Index, marking more important milestones on our ESG practice.

Since its inception, I-Mab has always adhered to the highest standards in terms of governance, environmental protection, sustainable growth, and transparent operations while always standing behind the original intention of benefiting patients with unmet medical needs. Today, ESG has become an integral part of the Company's strategy and a pillar of our core values. In the future, in addition to bringing innovative therapies to patients around the globe and creating value for our shareholders, we will continue to strengthen our efforts towards sustainable development and continue to strive to make consequential contributions to society.

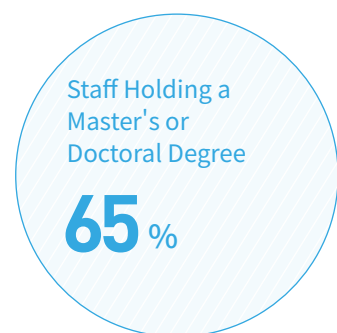
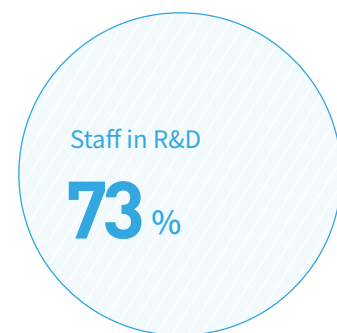
About Us

Founded in 2016, I-Mab (Nasdaq: IMAB) is an innovation-driven global biopharma company focused on the discovery, development, and commercialization of novel and highly differentiated biologics for immuno-oncology and autoimmune diseases. The Company's mission is to bring transformational medicines to patients around the world through innovation. I-Mab's globally competitive pipeline of more than 20 clinical and preclinical-stage drug candidates is driven by its internal discovery and global partnerships for in-licensing, based on the Company's Fast-to-Proof-of-Concept and Fast-to-Market development strategies. The Company is progressing from a clinical-stage biotech company into a global specialty biopharmaceutical company with cutting-edge R&D capabilities, a world-class GMP manufacturing facility, and commercial capability. I-Mab has established its global footprint in Shanghai (headquarters), Beijing, Hangzhou, Guangzhou, Lishui and Hong Kong in China, and Maryland and San Diego in the United States.

The Company has strong innovative capabilities in biologics discovery, executing in the areas of translational medicine, chemistry, manufacturing, and controls, preclinical and clinical development, among others. I-Mab has a globally recognized scientific advisor network, including a Scientific Advisory Board and Principal Investigators, and Key Opinion Leaders. The Scientific Advisory Board is specialized in tumor immunology and autoimmunology research. It includes the sharpest minds from Yale University School of Medicine, Harvard Medical School and Tsinghua University, alongside other reputable universities at home and abroad. The Principal Investigators and Key Opinion Leaders are composed of medical professionals from the Beijing Cancer Hospital of Peking University, Shanghai East Hospital, Chinese Academy of Medical Sciences, and other renowned hospitals in China.

I-Mab has a diverse and experienced global team. The Company has a strong focus on clinical development and discovery with 73% of its staff in R&D, a strong female presence with 68% of all employees being female, and a strong emphasis on education, with 65% of staff holding a master's or doctoral degree and 66% of employees with global experience.

In 2021, the Company received multiple industry awards and social recognition as listed on the right.



Best Executive of 2021
Scrip Awards

Excellent Employer 2021
T+Employer

Entrepreneur of the Year 2021
Ernst & Young

Leading DEI & Inclusion Award 2021
sHero

**Company of the Year in 2021
Deal of the Year in 2020**
Biocentury, Bayhelix

Top 10 China Biotech to Watch
FiercePharma

Honored Company & Best CFO
Institutional Investor

2021 Top 50 Enterprises of Technology Power
Tech Power

Materiality Analysis

I-Mab attaches the utmost importance to the expectations and concerns of stakeholders. We regularly communicate ESG subjects with our stakeholders and have worked to establish an efficient and diversified mechanism for stakeholder communication and feedback to actively take opinions and suggestions for the Company into consideration.

Stakeholders	Focused Subjects	Major Communication Channels
 Government and regulatory authorities	<ul style="list-style-type: none"> • Operation compliance • Innovative R&D • Risk prevention • Product quality and safety • Business ethics and anti-corruption 	<ul style="list-style-type: none"> • Participate in and advise on policymaking and • Daily communication • Information disclosure • Compliance with supervision
 Shareholders and investors	<ul style="list-style-type: none"> • Steady returns • Product quality and safety • Innovative R&D • Diversity of the Board of Directors • Business ethics and anti-corruption 	<ul style="list-style-type: none"> • Shareholder's general meeting • Regular announcements • Information disclosure • Investor meetings • Email inquiry
 Clients and consumers	<ul style="list-style-type: none"> • Product quality and safety • Protection of consumers' rights and interests • Client privacy • Access to Health Care 	<ul style="list-style-type: none"> • Satisfaction survey • Panel sessions • Reporting channels
 Employees	<ul style="list-style-type: none"> • Fundamental Rights and Interests of Employees • Occupational health and safety • Training and development • Employees caring 	<ul style="list-style-type: none"> • Employee training • Employee discussion session • Satisfaction survey • Perks payment
 suppliers and collaborative partners	<ul style="list-style-type: none"> • Supply chain management • Mutual benefits • Exchanges and collaboration 	<ul style="list-style-type: none"> • Daily communication • Agreement execution • Corporate survey • Suppliers' conference
 Community	<ul style="list-style-type: none"> • Community charity engagement • Boosting community economy 	<ul style="list-style-type: none"> • Company website • Social charity activities • Volunteering services

After taking stakeholders' concerns into consideration, the Company conducted a materiality assessment and identified 16 ESG subjects that are highly important to stakeholders and the Company's sustainability. The specific steps are as follows:

Identifying and determining ESG subjects:

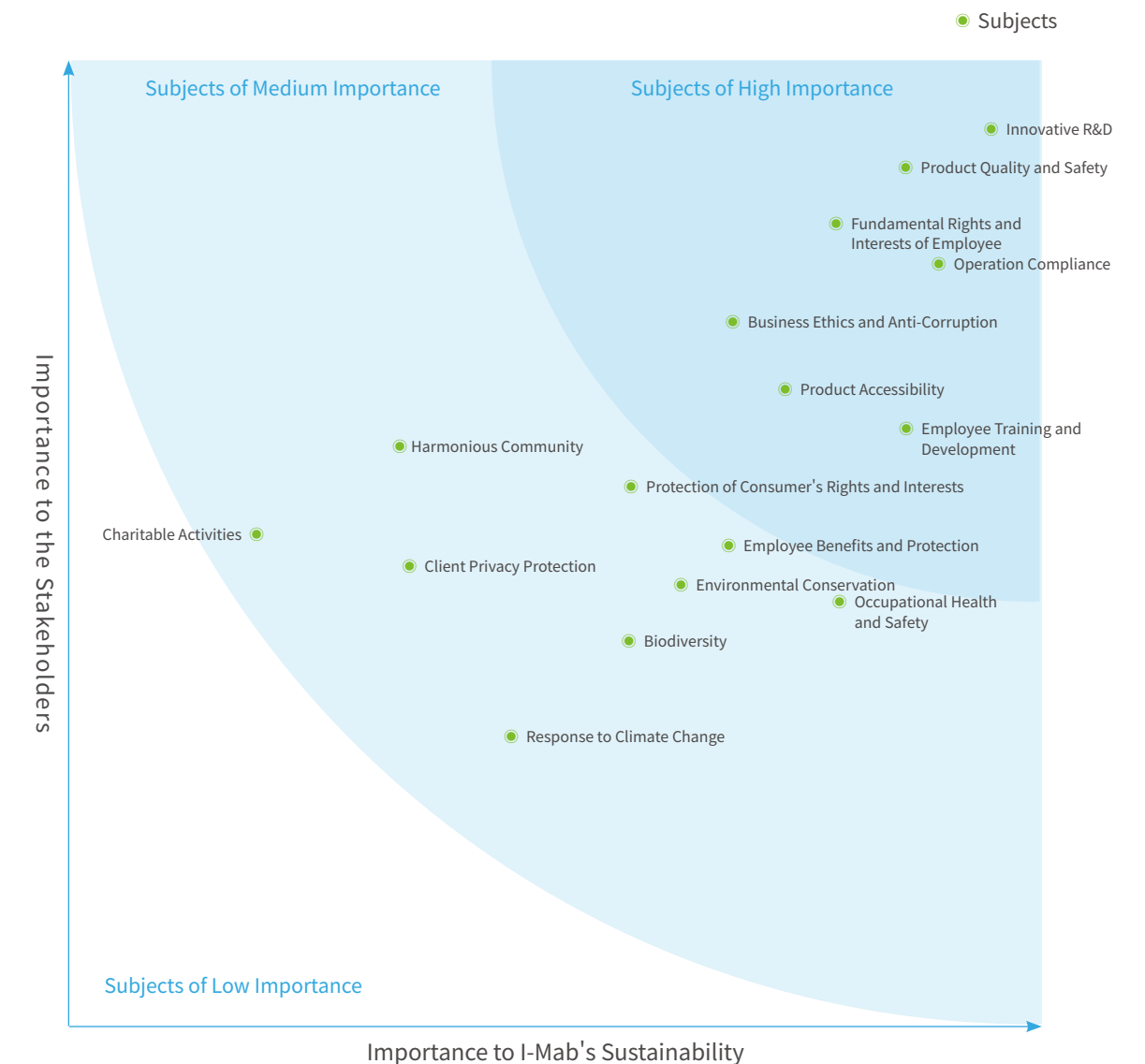
We summarized 16 ESG initiatives under Nasdaq ESG reporting guidelines, GRI standards, and the United Nations Sustainable Development Goals, as well as industry characteristics.

Prioritizing material subjects:

We evaluated and prioritized the importance of ESG subjects, taking into account the focus of internal and external stakeholders and the Company's actual situation, and drew a materiality matrix.

Board Approval:

The Board of Directors deliberated and confirmed all material subjects as well as ranked their importance and approved their detailed disclosure in the report.



I-Mab's ESG Materiality Matrix in 2021



01

Corporate Governance

- Guarantees for Governance — 14
- ESG Governance — 15

Total Directors

13

Independent Directors

5



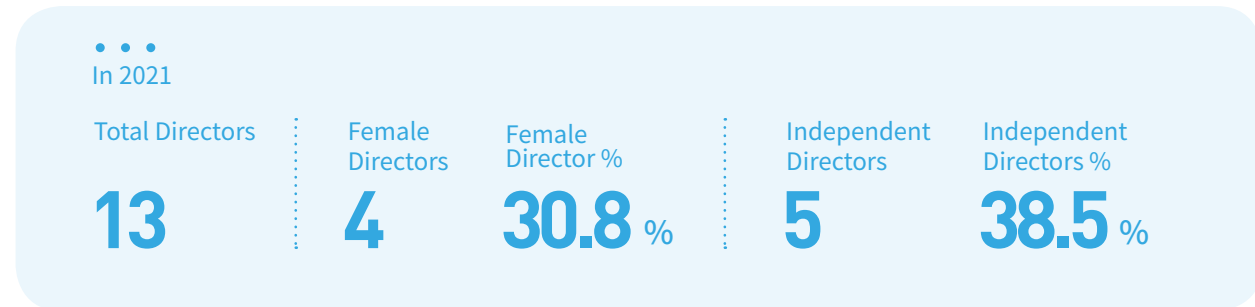
I-Mab adheres to the high-standards of corporate governance. On the basis of its existing governance structure, the Company continues to improve and promote the development of environmental, social, and governance systems to lay the foundation for its sound and sustainable development.



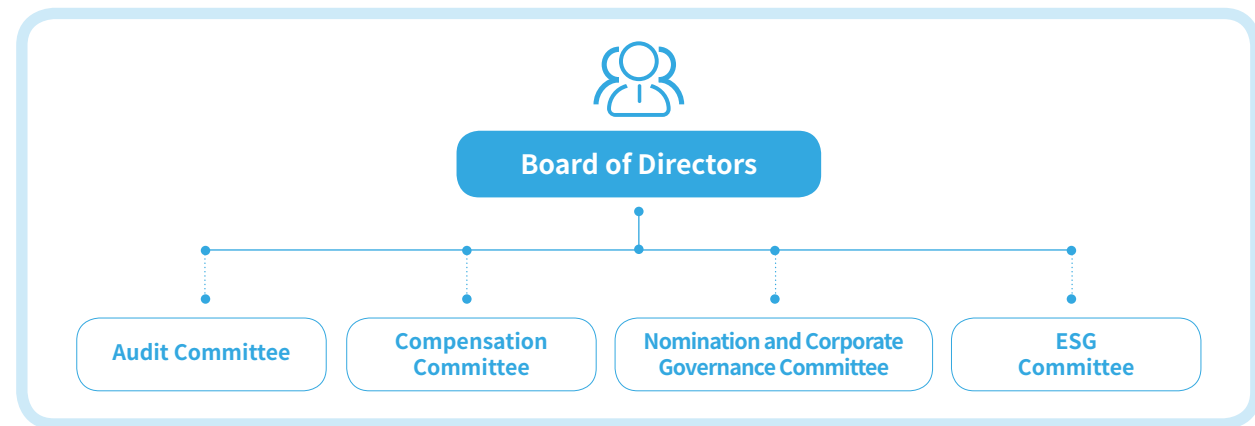
Guarantees for Governance



“The Company has 4 female directors (30.8% of the total) and 5 independent directors (38.5% of the total) on its 13-people board. Dr. Jingwu Zang founded I-Mab in 2016 and serves as the Chairman, Acting CEO, and director. Moreover, Dr. Xiuxuan Zhu, an internationally renowned oncology clinical expert, has been appointed President and Director of I-Mab. Dr. Zhu leads the global R&D team to accelerate the progress of innovative clinical development and further enhance the Company's global clinical development capabilities.”



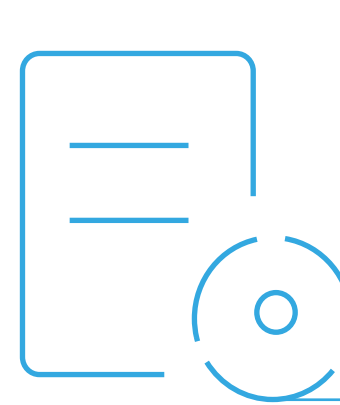
The Board has several Board Committees, including the Audit Committee, the Compensation Committee, the Nomination and Corporate Governance Committee, and the Environmental, Social and Governance Committee (hereinafter referred to as the “ESG Committee”).



I-Mab's Board Committee Structure

In 2021, I-Mab formulated and released the *I-Mab Board Diversity Policy* and stated that the diversity of the Board is an essential element to realizing the sustainable development of the Company. The Nomination and Corporate Governance Committee will select candidates considering various aspects, including but not limited to gender, age, culture, educational background, professional qualifications, expertise, industry and regional experience, nationality, and ethnicity.

ESG Governance



“The Company further refined its ESG governance structure on August 19, 2021, to keep pace with the Company's strategy and sustainable development. The Company established an ESG Committee to guide the Company's overall implementation and execution of ESG work to improve the Company's ESG management and performance in all aspects. The special committee under the Board provides advice and recommendations on matters and decisions within the authority of the Board and is responsible for reporting to the Board.”



I-Mab's ESG Committee and ESG Working Group

The ESG Committee has three directors, including one female director. The Committee members are Mr. John Long, Director and Chief Financial Officer of I-Mab, and two independent directors, Mr. Zhenguo Au and Professor Rong Shao, with Mr. Zhenguo Au as the Chairman of the Committee and responsible for presiding over the Committee. As the highest decision-making body for the company's ESG work, the ESG Committee, is responsible for deliberating and supervising the Company's ESG strategies, policies, development goals, and business risks and will set up working groups to execute specific matters.

To further standardize the authority of the ESG Committee, the Company has prepared the *Detail Regulation on Terms of Reference and Implementation of I-Mab's Environmental, Social, and Governance Committee*. All Committee members must be nominated by the Chairman, at least one-half of the non-independent executive directors, or at least one-third of all directors, and elected and removed by a majority of the Board. In 2021, the Company held two ESG Committee meetings to report on the ESG management system, ESG information disclosure, rating gap analysis in the capital market and the progress of ESG work in 2021, which will be reviewed and approved by the Board.



ESG Committee's Authority	Detail Regulations
<p>Support the Board in researching, developing, and reviewing the Company's environmental, social, and governance vision, objectives, strategy, and governance structure;</p>	<ul style="list-style-type: none"> • Study and develop the Company's environmental, social, and governance vision, objectives, strategy, and governance structure in the light of internal and external trends and regulatory requirements, revise them according to actual circumstances and provide relevant advice and recommendations to the Board on relevant environmental, social and governance work. • Evaluate the identification, prioritization, response, and communication of the Company's key stakeholders and material subjects to ensure a scientific and proper procedure.
<p>Develop and review the Company's ESG policy and related code of conduct, ensure the implementation of ESG policies, and regularly review and monitor the Company's compliance status;</p>	<ul style="list-style-type: none"> • Direct and review the formulation of the Company's ESG policy and related code of conduct to ensure that they are up-to-date and in line with applicable laws, regulations, international standards, and regulatory requirements. • Evaluate the results and provide reasonable suggestions by reviewing and monitoring the implementation of the Company's ESG policy to ensure that the policies are implemented and enforced effectively and reasonably;
<p>Deliberate the Company's ESG risk and opportunity identification, and regularly examine and evaluate the Company's ESG risk management capability;</p>	<ul style="list-style-type: none"> • Evaluate the Company's identification framework and process for environment, social, and governance risks and opportunities and raise reasonable suggestions to improve the applicability and practicability of the identification structure and process. • Deliberate the Company's identified environmental, social, and governance risks and opportunities, assess its impact on the Company, evaluate the reasonableness and effectiveness of the existing countermeasures, and proffer pertinent consultancy and suggestions to the Board of Directors.
<p>Deliberate the Company's ESG report, review and superintend relevant work of the ESG Working Group, and provide suggestions to the Board of Directors to optimize the Company's ESG governance and management capability;</p>	<ul style="list-style-type: none"> • Deliberate the Company's environmental, social, and governance report and provide specific working recommendations and decisions based on the Company's operations and regulatory requirements to maintain the integrity of the environmental, social, and governance report. • Review the ESG Working Group's work report, evaluate its work and provide reasonable suggestions and guidance to promote the Company's implementation of ESG-related work.



In 2022, the Company plans to incorporate sustainability-related factors into senior management's compensation incentive to directly link their compensation to ESG indicators. Such a scheme aims to encourage senior management and all employees to strive for the Company's sustainable development and continuously improve the Company's ESG performance and level.

02

Operation Compliance



- Business Ethics and Anti-Corruption — 20
- Data Privacy and Confidentiality — 21
- Supplier Management — 23

Total Patents

47

Registered and
Approved
Trademarks

146

Total Copyrights

13

“

I-Mab Complies with laws and regulations as part of the Company's fundamental behavior and adheres to the principles of honesty and integrity. We strictly adhere to industry ethics, establish and continue to improve the code of business conduct, and maintain transparent operating activities. The Company also strives to take responsible actions to achieve transparent business ethics management.

”

Business Ethics and Anti-Corruption



I-Mab strictly complies with laws and regulations related to the prevention of bribery, extortion, fraud, and money laundering, including the *Foreign Corrupt Practices Act of the United States*, i.e., FCPA, the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, and the *Interim Provisions on Prohibition of Commercial Bribery*. The Company has formulated the *I-Mab Code of Business Conduct and Ethics* applicable to all the employees (including part-time) and the Company's suppliers, subcontractors, collaborative partners, etc. The Company's ESG Committee is responsible for supervising business ethics management and regularly reviewing the codes. All departments are encouraged to implement specific work and periodically report to the Committee.

I-Mab does and will not tolerate any bribery or corruption. The Company prohibits providing an offer, promise, transfer, etc., to any public official to avoid procurement or maintenance of business advantages by bribery. The Company has established complete financial and accounting procedures and systems, including the internal control system, to keep accurate and transparent books and records. The Company requires employees to carry out reasonable due diligence concerning all the proposed transactions and their counterparties to avoid anti-money laundering or trade control risks. All the gifts given by the Company to third parties are subject to the internal preliminary application. Every gift for external entertainment could be given and reimbursed only upon approval. The Company also pays heed to whether the fees applied by the suppliers are related to government officials to widely combat corruption. I-Mab regularly holds Listing Compliance Committee meetings and deliberates the audit results regarding entertainment, gifts, and consulting fees to ensure strict compliance with ethics and anti-corruption policies.

The reporting system is an important mechanism to maintain integrity at the highest stand and allow employees to take ownership of moving the Company in the best direction forward. We have set an email address and a hotline to accept real-name or anonymous reports from employees. The employees may also report to the Compliance Department, relevant authorities, or by phone. I-Mab has a strictly confidential reporting channel and control procedures,

including report acceptance, information registration, document retention, internal investigation, and other processes. As per policy requirements, we will look into every case as necessary to continue the investigation. Based on the relevant confidential information reported, we will control the scope of the investigation and ensure the effective conduct of the internal investigation, while protecting the confidentiality of the investigation.

In order to protect the legitimate rights and interest of the whistleblower, the whistleblower may give an anonymous tip. The Company vows to keep their information and clues confidential. The Company has made clear its stance on opposing retaliation and encouraging legitimate reporting. The whistleblowers will not receive unfair treatment such as a demotion, pay cut, or dismissal for the reporting. The suppliers or collaborative partners will not be subject to cancellation, fine, or other hindrance to collaboration. We endeavor to eliminate non-compliant behaviors.

The Company organizes internal and external business ethics training, adapting different groups of trainees, including but not limited to all the employees (including part-time employees) and the Company's suppliers, subcontractors, collaborative partners, and so on, to raise the business ethics awareness of both internal and external staff. We also host training programs concerning business ethics and anti-corruption every quarter for new employees.

Business Ethics Training

I-Mab hosts compliance training for new employees every quarter to regulate their behaviors and urge them to lead a clean and compliant life. We encourage them to abide by national laws and corporate rules and resolutely eradicate corruption and bribery at work or business. Training concerning business ethics covers a wide range of topics, including an introduction to laws and acts of anti-bribery and anti-corruption, introduction to the public officials defined in FCPA, dos and don'ts regarding gifts and entertainment, and specifications on the implementation of gifts and entertainment and internal control requirements for providing gifts and entertainment.

The Company carries out the integrity culture development as a strategy. This training warns new employees not to abuse their authority and rights to gain improper benefits and instead, they should work with honest and responsible practices.



I-Mab Business Ethics Training

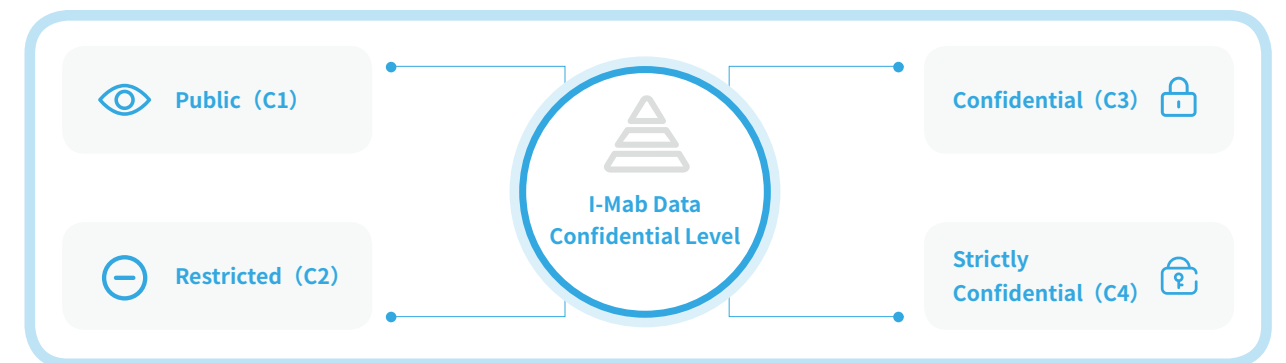
Data Privacy and Confidentiality



I-Mab attaches great importance to network and information security and rigorously follow laws and regulations, such as GDPR (General Data Protection Regulation). To standardize the Company's network information security management, ensure its efficient and safe operation, and strengthen the protection, the Company formulates internal systems such as *Network Information Security Management Policy* and *Data Management Policy*.

We have established a complete network and information security management structure. The IT Department is responsible for supervising and reviewing the Company's network and information security. The leaders of each department are responsible for managing the confidential computer information management and security in their departments to ensure the safe operation of network equipment, supporting facilities, operating environment, and other information systems. At the same time, we require employees in each department to strictly comply with the Company's confidentiality regulations to prevent information leaks. We have also appointed staff to manage the Company's confidential information system

storage media and system data, take timely remedial measures against violations or leaks, and report them to relevant authorities. The Company uses domain control management and has strict permission control on file sharing. We classify data into four levels of confidentiality: Public (C1), Restricted (C2), Confidential (C3), and Strictly Confidential (C4), according to accessibility. In addition, we have clarified roles and duties related to data protection and established a management framework covering data collection, storage, security, maintenance, and distribution, etc., which further strengthens the Company's protection of network resource security.



I-Mab Data Management Roles and Duties

- Data Creator or Collector**
 - I-MAB staff who creates or collects the data (from an internal or third party). Data Creator or Collector should archive the data to designated location according to Data Owner's instruction after the data is collated.
- Data Owner**
 - Data Owner is the data custodian in each data retention group, normally nominated by group leads or themselves. Data Owner should designate the data classification and storage location for their data retention group according to this policy. Data Owner is responsible for reviewing and approving the data access requests of C2.
- Project Lead**
 - Approves the data access requests of C3 for project data.
- Department Head**
 - Approves the data access requests of C3 for the project and non-project data.

In order to improve employees' awareness of information security, the Company conducts relevant training for new employees and regularly conducts special training on data security for all employees, including sending false phishing emails to employees to warn them of network fraud, etc. We arranged two sessions of company-wide information security training in 2021.



Phishing Email Poster

•••
In 2021

Sessions of company-wide information security training

2

The Company regularly conducts network information security audits in cooperation with external agencies to effectively control cybersecurity risks. The Company had no material cybersecurity events in 2021.

Patient Privacy Protection

In order to protect patient privacy, we protect patient information, limit information use, and regulate how data is transmitted. In addition, we sign clinical trial agreements with hospitals and are committed to safeguarding clinical trial data in clinical trials. We also require hospitals to sign informed consent forms with patients, which cover the study's background, the use and protection methods of personal information, etc., to strengthen patient information management further.

Intellectual Property Protection

I-Mab strongly values intellectual property protection. We have formulated *Intellectual Property and Data Protection Policy* and other internal systems and rules to standardize the management process of patents, trademarks, and other IP assets, prevent IP theft or abuse, and promote the compliance of IP creation, management, and protection. We require all the employees to protect the intellectual properties and business secrets of the Company and its collaborative business partners. Copyrighted material may

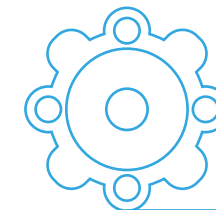
not be copied, distributed, or modified without permission of the copyright owner's or its authorized agent's.

We regularly conduct internal and external training on IP for our employees through live webcasts and hiring external experts to enhance their ability to apply for patents and control IP risks. In 2021, we held three company-wide IP training for four hours each. In 2021, I-Mab obtained 47 patents, 146 registered and approved trademarks, and 13 copyrights.

•••
In 2021

Patents	Registered and Approved Trademarks	Copyrights
47	146	13

Supplier Management



I-Mab attaches significant importance to responsible supply chain management and is committed to a sustainable ecosystem. We strictly abide by laws and regulations and formulate internal *Procurement SOP* to ensure legal, compliant, and efficient procurement. In 2021, the Company updated the *Procurement Management System*, which further standardized the Company's procurement process and duties for different roles and clarified the supplier bidding requirements and selection procedures to better classify and categorize the management system of vendors.

In the process of supplier selection, the Company conducts due diligence on the supplier, including basic information, quality, compliance, finance, and other aspects to create a fair, just and open competitive environment. We require suppliers to provide business licenses and other relevant documents to ensure that they are in good standing and obligated to perform their duties. In addition, we put stringent measures in place to avoid the potential risk to the Company caused by legal disputes among suppliers. In this light, we require all suppliers to sign and submit the *Anti-Bribery and Anti-Corruption Commitment Letter* and comply with the *I-Mab Code of Conduct* so as to state their absence in bribery and other corrupt matters.

The Company conducts annual audits and evaluations of suppliers. We have developed supplier management plans for different categories of suppliers based on their performance. At the same time, we select outstanding suppliers with good quality and a competitive price every year and update the supplier list to improve the quality and efficiency of cooperation with suppliers.





03

Social Responsibilities

- Product Safety and Quality — 26
- Product Accessibility — 30
- Public Welfare and Charity — 31

Donation to the Henan Charity General Federation

RMB 1 million

Emergency supplier shipments for patients during pandemic

14

“

I-Mab’s mission is bringing transformational medicines to patients through innovation. Thus, the Company devotes significant attention to the safety of R&D and quality of product and proactively performs the responsibility of clinical development. Oriented by the core innovation competitiveness, the Company works tirelessly to fill the unmet medical needs of innovative therapies on cancer in China and around the world.

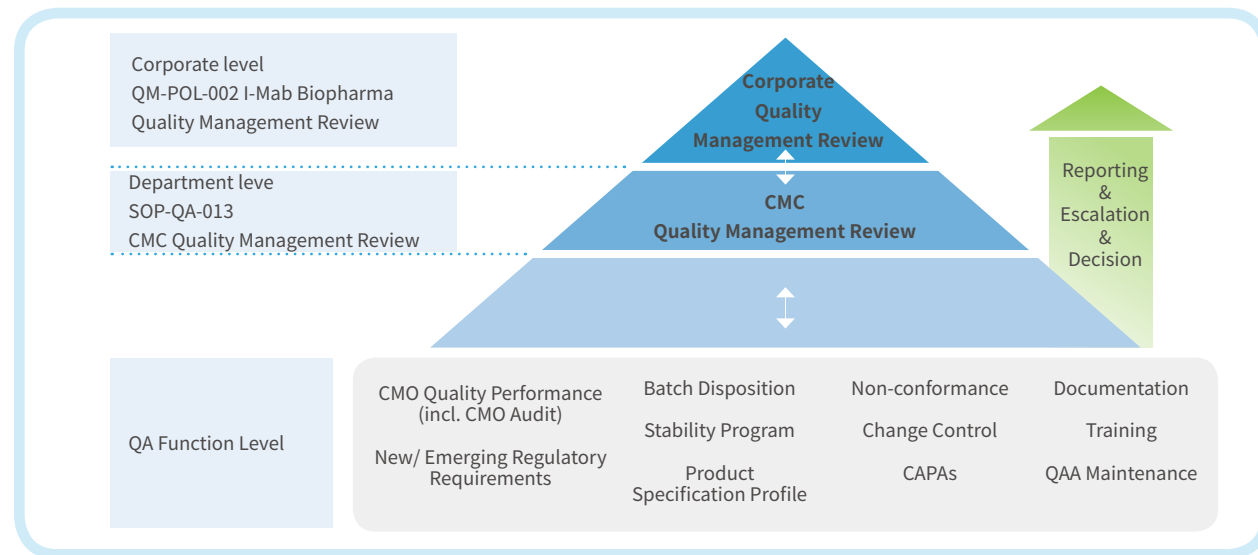
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Product Safety and Quality

“ I-Mab devotes itself to providing high-quality products. Therefore, we conduct comprehensive product quality management regarding staff, pharmaceutical development, manufacturing outsourcing, and other aspects following laws and regulations, including the *Medicinal Product Administration Law of the People's Republic of China* and relevant standards such as the pharmaceutical *Good Manufacturing Practice (GMP)*. In addition, the Company has formulated *Quality Manual, Complaint Handling Procedure, Product Release Management Procedure, Setting and Maintenance of Product Specification*, and other internal management systems, covering the whole process of quality management. ”



The Company has established the I-Mab Quality Management Review Committee (QMR) to supervise the quality management system covering R&D, production and manufacturing, and other functional departments. This attempt aims to prevent product or R&D safety and quality risks and ensure that I-Mab is operating in compliance with the requirements of laws and regulations, industry Good x Practice (GxP), and internal regulations and systems. Under the QMR, we have established an R&D Quality Management Committee with representatives from each R&D functional department to oversee the R&D Quality Management System (QMS) and make final decisions on critical quality issues such as patient safety, data integrity, and regulatory compliance in the R&D process.



I-Mab's Quality Management Structure

The Company's quality management system covers all aspects of business activities, including the selection of outsourcing institutions, daily management, auditing, and research and manufacturing. All collaborative partners are required to sign quality agreements. In addition, the Company ensures that the product and its production process are in line with the current pharmaceutical quality control norms, technique specifications, quality standards, etc. The Company also conducts critical quality reviews

before product release to further minimize the quality risk.

In addition, the Company carries out regular external product quality audits. It has established a professional audit team composed of quality and pharmaceutical development experts to conduct annual audits of key partner organizations. It also requires periodic audits of other partner organizations to help management identify, rectify, and to prevent product quality and safety risks.

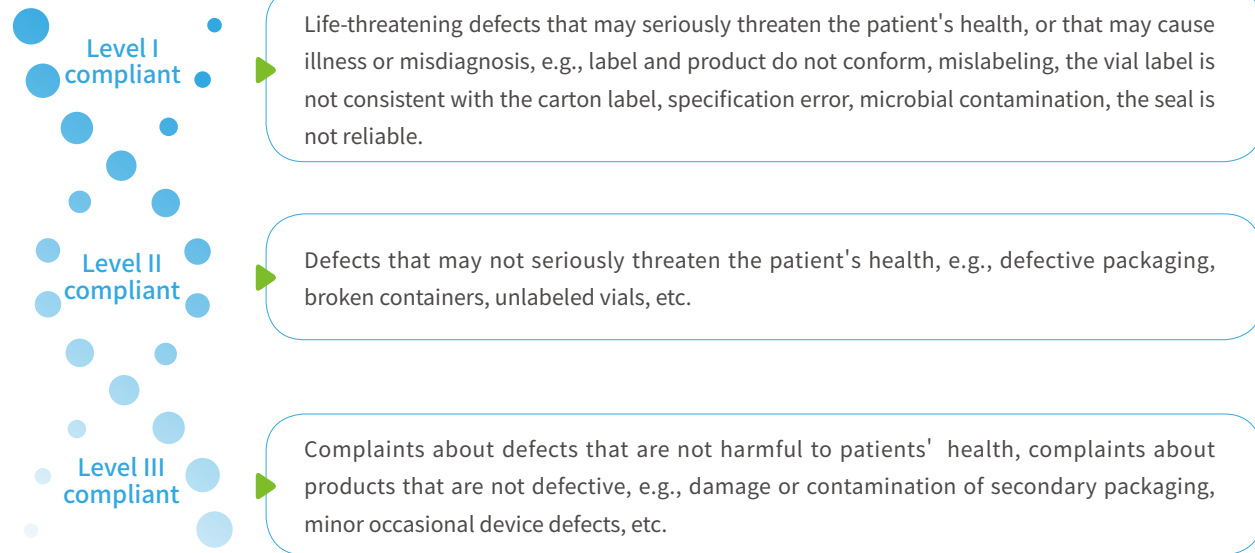
I-Mab External Pharmaceutical Quality System

<p>Materials Management</p>	<ul style="list-style-type: none"> • Materials should be procured, received, inspected, sampled, and tested per applicable requirements. The finished goods should be under control from the completion of production through storage, release, and distribution. • The Contract Manufacturing Organization (CMO) must source materials from mutually agreed upon suppliers and confirm, review, and approve supplier qualifications.
<p>Equipment and Facilities</p>	<ul style="list-style-type: none"> • The design, implementation, and maintenance of facilities, equipment, and public utilities should comply with its intended use, legal requirements, and cGMP standards to ensure product quality, employee security, and environmental safety. • The production environment should be designed to prevent contamination and cross-contamination and ensure that the product is kept under approved storage conditions through appropriate controls, hygiene and sanitation, alarms, etc.
<p>Production and Sample Reserving</p>	<ul style="list-style-type: none"> • It is required to establish a production process in accordance with cGMP standards and design process control to ensure that the products are up to the intended standards. • It is required to collect "reference samples" of materials or product components used in production (such as stock solution, subsidiary materials, packaging materials and products) and store them for analysis as needed before expiration.
<p>Packaging and Labeling</p>	<ul style="list-style-type: none"> • Packaging operations should be conducted according to written- approval of packaging procedures. In addition, each package should be inspected by visual and electronic means to ensure that it is free of defects. • Changes to processes or materials (such as primary packaging materials or printed packaging materials) should be managed by both I-Mab and the CMO to ensure that the system is under compliance.
<p>Test and Quality Control</p>	<ul style="list-style-type: none"> • All materials used directly or indirectly in the production and testing of products should be subject to a validation process and be released by qualified personnel using validated equipment according to their use.
<p>Transportation and Supply</p>	<ul style="list-style-type: none"> • The CMOs should be contractually bound throughout the supply chain to ensure that the product is stored and handled until it arrives at the clinical site in compliance with the labeled shipping conditions and prevailing regulatory requirements.

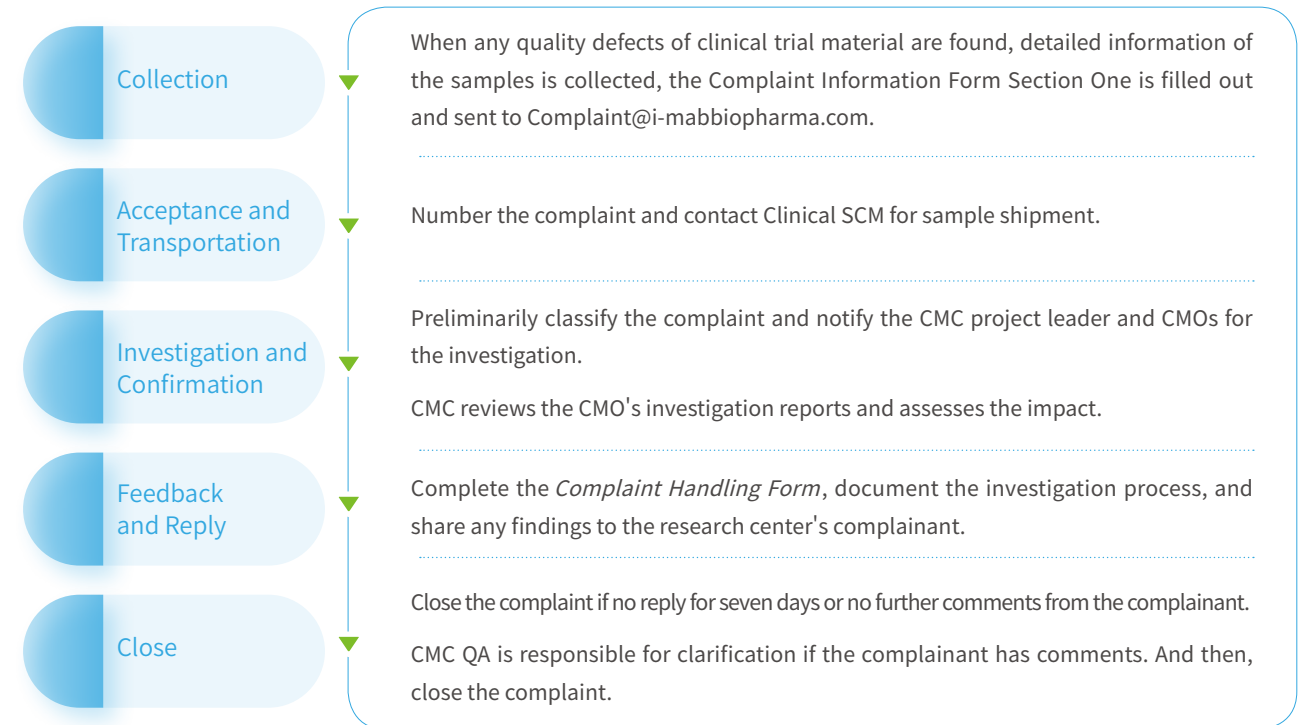
To standardize the quality management-related work of our employees, we conduct quality management training for all employees, including an overview of Company policies and procedures, safety, and GMP.

In addition, in order to strengthen the stability and reliability of I-Mab's products, we have standardized the Company's product complaint management process, including for registration, evaluation, investigation, and treatment. We also classify complaints and grade complaints, while taking timely countermeasures to handle, process, investigate, and resolve customer complaints.

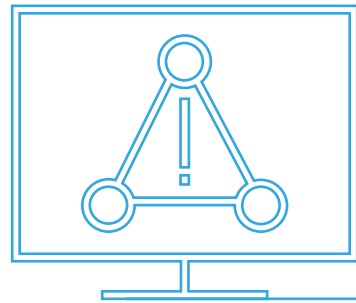
I-Mab's Compliant Classification Standards



I-Mab's Compliant Handling Process



Product Accessibility



“ I-Mab dedicates itself to the pharmaceutical development of tumor immunology and strives to provide patients with safe, effective, and low-cost products. To this end, we improve the accessibility of our products by collaborating with pharmacies, promoting the inclusion of our products in health care and commercial insurance coverage, and participating in drug pricing, with the ESG Committee overseeing the implementation. ”

Collaborating with DTP (Direct to Patient) Pharmacies

The Company actively collaborates with DTP pharmacies and sets high standards and strict requirements for the operating qualification and scope of the collaborating DTP pharmacies. We prefer pharmacies that can provide more valuable professional services directly to patients and closely follow up on patients' medication needs. As of December 31, 2021, the Company has partnered with more than 100 DTP pharmacies in over 30 provinces across China.



Promoting Cooperation with Pharmacies of “Dual-Channel Qualification of Medical Insurance”

Since 2018, we have continued to promote cooperation with pharmacies that have “Dual-Channel Qualification to Medical Insurance” and have identified opportunities for further collaboration with such pharmacies in more than 150 prefecture-level cities.

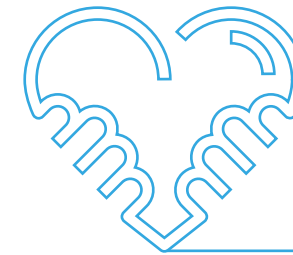
Promoting the Product's Inclusion into the Coverage of National Reimbursement Drug List and Commercial Insurance

The Company actively conducts pharmacoeconomic studies, engages in discussions with clinical experts, medical insurance experts and governmental authorities with regards to the drugs' economic and clinical value, and promotes the Company's drugs to be included into the National Reimbursement Drug List. In addition, during the period between drug launch and negotiation, we actively facilitate our drugs to be listed onto commercial medical insurance and urban customized medical insurance to decrease the portion of self-payment.

Drug Pricing

The Company has established the Pricing Committee composed of the Company's senior management. The Company's market access department initiates drug pricing and conducts full benchmark analysis over the market landscape, industry strategies, and medical insurance (e.g., commercial medical insurance, urban customized medical insurance) to formulate optimal pricing schemes. The market access department submits pricing schemes to the Pricing Committee, then to the CFO and related departments upon review and approval. We actively disclose drug information and market landscape analysis during the commercial negotiation to deeply familiarize experts with the pricing background and our considerations. In addition, we adopt a differentiated pricing strategy in the global market after considering the impact discrepancies in different regions due to policy factors.

Public Welfare and Charity



“ I-Mab dedicates itself to charity to actively fulfill its social responsibilities while creating a better life for patients. ”

I-Mab's Support for Disaster Area in Henan

In 2021, continuous heavy rainfall caused severe flooding in Henan Province. As a result, I-Mab donated RMB 1 million to the Henan Charity General Federation to support disaster relief and reconstruction in the affected areas. The funds were mainly used to purchase rescue equipment to support onsite rescue teams and procure flood relief materials to facilitate post-disaster reconstruction. In addition, some considerable donations also financed hospitals and health institutions in the disaster-stricken areas to help them quickly retain full operations so that patients can receive treatment as early as possible.

Brave the Pandemic with Compassion for Patients

Since the widespread outbreak of COVID-19, the clinical operations team of I-Mab received urgent requests from all over the world at the early stage of the pandemic due to the changing prevention policies. To ensure patients continued to receive medication without interruption, the clinical operation team actively communicated with pharmacies, cold chain logistics companies, and local research centers in Shanghai and took precautions with its rich operation experience and assessment of clinical drug inventory. At the same time, the Company coordinated and arranged 14 emergency shipments. In addition, on the premise of fully protecting patients' privacy, the Company also developed an emergency process that drug directly sent to patients from the pharmacies to ensure smooth delivery.





04

Employee Development

- Employment ————— 34
- Employee Development ————— 36
- Employees Caring ————— 38

I-Mab Investment in Leadership Academy Program

RMB 5 millions

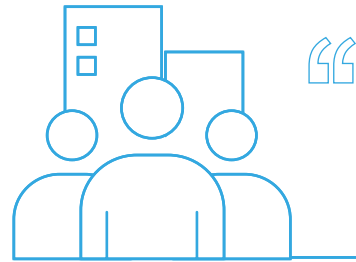
Total FTE
386

“

I-Mab adheres to the team spirit of “Aspiring for Perfection, Pursuing Innovation, and Striving for Excellence” and endeavors to create an equal and diversified working environment to provide employees with a broad career development platform and realize the growth of both the Company and employees.

”

Employment



I-Mab conforms with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, and relevant laws and regulations in each functional area. We espouse legally compliant employment and forbid child labor and forced labor.

Furthermore, we have formulated the *Diversity and Inclusion Policy*, and promise to treat all employees equally, including special groups; we prohibit discrimination regarding gender, race, age, disability status, sexual orientation, marital status, and any other aspects (including employment, career development, compensation, and perks). We also hire people with disabilities for R&D posts and create a convenient working environment for them.

We especially focus on women's inclusiveness, resilience, tutelage, cooperation, tenacity, integrity, and innovation to help foster the

Company's growth. The Company has launched the I-Mab Women's Leadership Council (WLC) globally to help future female leaders accelerate their career development and elected 8 global ambassadors for the Women's Leadership Council. In addition, 57% of our female employees hold a master's or higher degree. Internally, we conduct women leaders' sharing sessions to impart career development experiences and advice to our female employees; externally, we work with external organizations to provide opportunities for our female leaders to communicate and share with world-renowned female leaders.



Head of the I-Mab Women's Leadership Council Sharing Her Career Experiences

I-Mab Participated in the Launch of *White Paper on Workplace Health and Happiness for Chinese Women Senior Management*

In April 2021, female senior management representatives from I-Mab participated in the launch of the *White Paper on the Health and Wellbeing of Women Leaders in China* organized by sHero China and Korn Ferry. Our representative was invited to host the conference and share the stage with outstanding global women leaders.



I-Mab's Female Senior Management Host the Conference

As of December 31, 2021, we had 386 employees. The workforce composition by gender position are shown below:

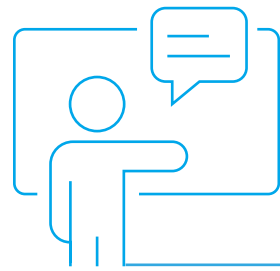
I-Mab Workforce in 2021

Indicator	Unit	Data in 2021
Total number of employees	Number of male employees	Person(s) 129
	Number of female employees	Person(s) 257
The ratio of male employees to female employees (male to female)	The male-female ratio in employees	% 50
	The male-female ratio in entry-level employees	% 41
	The male-female ratio in mid-level employees	% 38
	The male-female ratio in high-level employees	% 65
Number of new employees	Number of new male employees	Person(s) 75
	Number of new female employees	Person(s) 142
The ratio of temporary employees		% 3
BIPOC (US)		% 75
BIPOC's level above Manager (US)		% 74

I-Mab Employee Turnover

Indicator	Unit	Data in 2021
The turnover of full-time employees	%	19
The turnover of male employees	%	18
The turnover of female employees	%	22

Employee Development

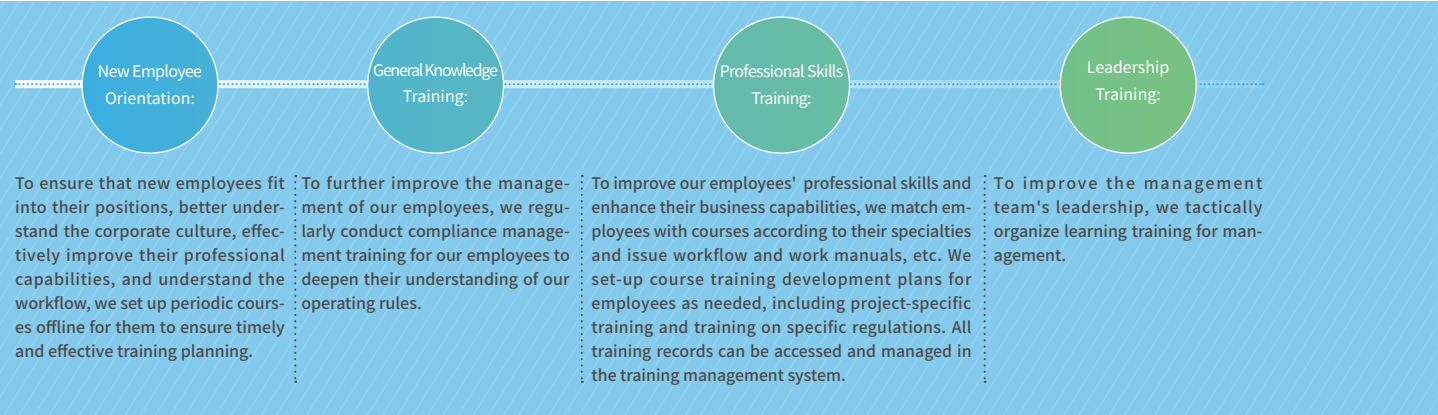


I-Mab highly values employee development. We believe in the potential of our employees and continuously motivate them to achieve success beyond their abilities. We have established an employee training and development system and provide training courses to help employees constantly improve their professional capabilities.



Employee Training

The Company's continued growth relies on a professional team of top talents. To promote employees' personal career development, we build and continuously revamp our training system internally and provide extensive training content, including New Employee Orientation, General Knowledge Training, Professional Skills Training, and Leadership Training.



We encourage and foster our employees to be internal instructors. We develop various training courses and provide feedback on the content, applicability, practicality, and instructor quality to help them continuously optimize and improve the courses.

While we leverage internal expert resources for training, we also support our employees in participating in external degree programs and qualification exams. We also cooperate with external professional organizations to develop courses for employees at different levels and conduct joint training programs.

I-Mab Conducted R&D-Specific Training

In 2021, we invited external organizations and conducted a five-month R&D-specific training program. The training combined online and offline methods and provided the Beijing and Shanghai teams with courses on "quality" requirements in clinical trials under the new regulations, "source data" in clinical trials, project management, and central laboratory issues, essential methods to identify problems in research centers "SDR & SDV," and clinical trial audits. The training deepened the understanding of R&D personnel on laws and regulations and standardized the R&D operation.



I-Mab Conducting Special Training on Quality Requirements

I-Mab Leadership Academy Program

In 2021, the Company invested RMB 5 million to launch the "I-Mab Leadership Academy." We customized diverse leadership training programs by consulting with external professional organizations and assessing the leadership of our core management team.

In the program, we conducted a training themed "Vision and Learning" for the 17 middle and senior management employees in R&D, production, Commercial, etc. with topics centered around Knowledge, Action and Thinking, covering company operation management, R&D, production, and commercial for pharmaceutical companies, target selection, and other topics. We also combined the training with the Company's actual business to practice and enhance the training effect.



The First I-Mab Leadership Academy Program Completion Ceremony

Pay and Performance

I-Mab has developed a comprehensive pay incentive and bonus mechanism and provides employees with a competitive salary based on industry standards. We determine compensation for employees based on their title, position, and capabilities, including yearly salaries, bonuses, and allowances. At the same time, we offer short-term incentives based on their performance:

Performance Evaluation

According to *Target Setting & Appraisal*, we set KPIs with employees in January every year, carry out fair and transparent performance evaluation through the online system in the middle and at the end of the year, and provide feedback on the results.

Equity Incentive

We implement a complete employee stock ownership plan and devise five equity incentive plans for employees at different levels and with additional needs to maximize the incentive for employees' creativity and enhance their sense of belonging.

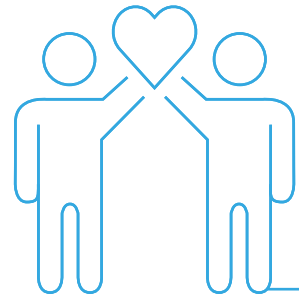
Additional Rewards

Additional rewards will be awarded to employees for their outstanding performance and contributions, including innovation rewards, timely commendations, quarterly stars, management awards, etc.

The ratio of median pay for male employees to that for female employees

1.18:1

Employees Caring



We care about the physical and mental health of our employees. We are committed to creating a healthy and safe working environment for them. Therefore, we continue to standardize the management of safety production, provide comprehensive benefits for employees, and hold a variety of leisure activities to enhance their sense of security and happiness in offices and daily lives.



Employee Health and Safety

We work to constantly improve our system, management, and technology safety practices to provide a healthy and safe workplace for our employees. We pay heed to our employees' safety during production and life and raise their awareness of safety protection. We obey relevant national laws and regulations and have formulated internal policies, including *Environment, Health and Safety (EHS) Policy*, and *Laboratory Safety Code*. We also have established a classified safety production management system and incorporated safety performance into its overall pay and performance appraisal to standardize workplace safety.

To avoid workplace safety incidents, we regularly carry out hazard source identification and risk assessment, and safety inspections, improve the safety incident reporting and handling process and provide annual physical examination for our employees. In addition, for small amounts of methanol and other chemicals with exposed occupational hazards, the Company promptly informs the relevant operators of the proper emergency knowledge and sets up complete protection and eyewash stations, and other handling facilities.

We attach significant importance to the safety of clinical trials and provide training to all clinical operation teams on the protection of

clinical trials based on the Definition of Adverse Events in Clinical Trials and Related Handling Process. To raise employees' safety awareness, we put up posters with tips on safety knowledge and culture promotion in the workplace. Meanwhile, we also conduct safety education and training for all employees. Before new employees join us, we conduct safety training and drills for firefighting, hazardous waste leakage, and other emergencies to improve their emergency response capabilities. In addition, we will further work on security management for third-party personnel entering the Company, including providing security training for entry and establishing security management requirements.

Since the outbreak of the COVID-19 pandemic, we have always put the safety of our employees at the forefront. We actively set up an emergency response team for pandemic prevention and control, formulated safety plans, and ensured proper countermeasures, which included arranging for all employees to work from home when necessary, providing timely guidance to employees on scientific pandemic prevention, and providing sufficient personal protective equipment and deep cleaning supplies. In 2021, no positive cases occurred within the Company due to business.



I-Mab Distributed Pandemic Health Guide at Home to Employees in Lockdown Areas

During the pandemic prevention and control, I-Mab issued the *Work From Home Exercise Guide* to protect employees' physical and mental health in the lockdown area. In the guide, the Company advocates positive work and life attitudes and offers employees warm-up and fitness guides, dance fitness

exercises, and yoga tutorials suitable to be performed at home. The Company also suggests precautions for employees to take when exercising at home to help employees establish a healthy home lifestyle.



Employee Anti-pandemic Boon - Vegetable and Meat Anti-pandemic Gift Pack

In April 2022, the COVID-19 outbreak continued to spread in Shanghai. According to Shanghai's pandemic prevention policies and requirements, employees in the area had to experience a prolonged home quarantine. Hence, I-Mab delivered daily necessities for employees in the lockdown area, providing anti-pandemic gift packs containing vegetables, meat, and other foods to support employees affected by the pandemic in Shanghai and guarantee the normal life of employees and their families in the lockdown area.

Since April, we have opened multiple rounds of anti-pandemic gift packs applications. Employees applied for anti-pandemic gift packs by submitting online questionnaire, and then we delivered the gift packs containing food and daily necessities to employees as soon as we could. We hope to bring sincere care and support to employees and assist them during this difficult time.



Employee Benefits

We provide a wide range of benefits other than compensation for all employees in terms of work-life balance, health support, and employee care, creating a healthier workplace environment to achieve mutual growth, win-win situations, and balanced development of the Company and its people.

Insurance Benefits

- Following national laws and regulations, we provide pension, unemployment, medical, maternity, work-related injury, and housing funds for all employees.
- We constantly optimize our commercial insurance purchase scheme and medical insurance to benefit our employees and their minor children and enhance employee protection.

Holiday Benefits

- We comply with national regulations on employee leave and provide employees with annual leave, sick leave, personal leave, marriage leave, maternity leave, etc.
- We provide vacation benefits for our employees on special holidays, such as half-day vacation for female employees on Women's Day and half-day leave for employees who have children under 14 years old on Children's Day.

Corporate Care

- We provide maternity care, birthday care, hospitalization care, and immediate family demise care for our regular employees.
- We set up administrative medicine boxes and book corners for office areas to meet the needs of our employees during office hours.

Women Care

- We follow national regulations and provide leave for maternity and breastfeeding periods.
- We offer resumption of work assistance for female employees returning to work after breastfeeding.
- We plan to introduce a baby care room in our new office renovation.

Other Benefits

- We arrange for an annual health examination for our employees to ensure their health condition are well recognized.
- We hold regular team-building activities. In 2021, we had online walks, summer drink parties, and other activities to forge employee bonding.
- We have established a Science and Innovation Month with regular activities to increase employees' understanding of the Company.
- We offer yoga classes and organize movie-watching activities for our employees.



I-Mab Holding Employee General Meeting and Team Building Activities

On September 2, 2021, I-Mab organized an employee general meeting and team building at CAGES. During the event, all employees formed 15 teams to show their determination, wisdom and collaboration.



I-Mab's Employees Enjoyed The Game

I-Mab Holding "Team Picasso" Event

In 2021, I-Mab held an event with a "Team Picasso" theme. I-Mab's employees worked in groups and determined each other's roles after discussion. Through the cooperation among and between group members, they successfully painted and colored and finally completed the giant NASCAR painting.



Members Took Group Photos After Painting



Christmas Celebration in I-Mab



Science and Innovation Activities in I-Mab



I-Mab 's Fifth Anniversary Celebration



Running for Health Event in I-Mab

Employee Communication

We value employees' voices to understand their demands. The Company has built a sound and efficient communication channel and has taken multiple measures to strengthen communication and exchanges with employees. Through quarterly all-staff meetings and occasional events, the Company promptly communicates the latest progress of various matters to its employees, allowing them to fully understand and participate in the development of the Company. At the same time, we regularly conduct online employee satisfaction surveys to keep abreast of employees' ideas about their work, measure their work dynamics, develop satisfaction improvement plans based on the results of these surveys and carry out targeted satisfaction improvement measures.

We have established an employee communication feedback mechanism to quickly understand employees' suggestions and opinions on the Company. Employees can communicate with the person in charge by email or by making an appointment for an in-person meeting. At the same time, HR and other departments will conduct in-depth interviews with departing employees and report feedback to management for their consideration. In addition, we have implemented an appeal mechanism. Any employee who disagrees with a decision such as a disciplinary action can appeal in writing to the Director of Human Resources or an authorized agent.



05

Environmental Protection

- Environment Management System — 46
- Use of Resources — 48
- Waste Management — 50

Power Purchased

950,000 kWh

Total Consumption of
Municipal Water Supply

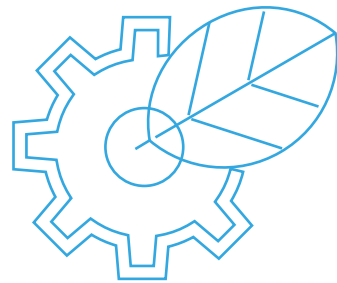
2,500 Ton(s)

“

I-Mab adheres to environmental and social sustainability and strives to integrate green elements into its daily operation. The Company continues to increase its investment in environmental protection, promote air pollution control, facilitate energy conservation and emission reduction, protect ecological diversity, and espouses the harmonious development of the enterprise, society, and the environment.

”

Environmental Protection



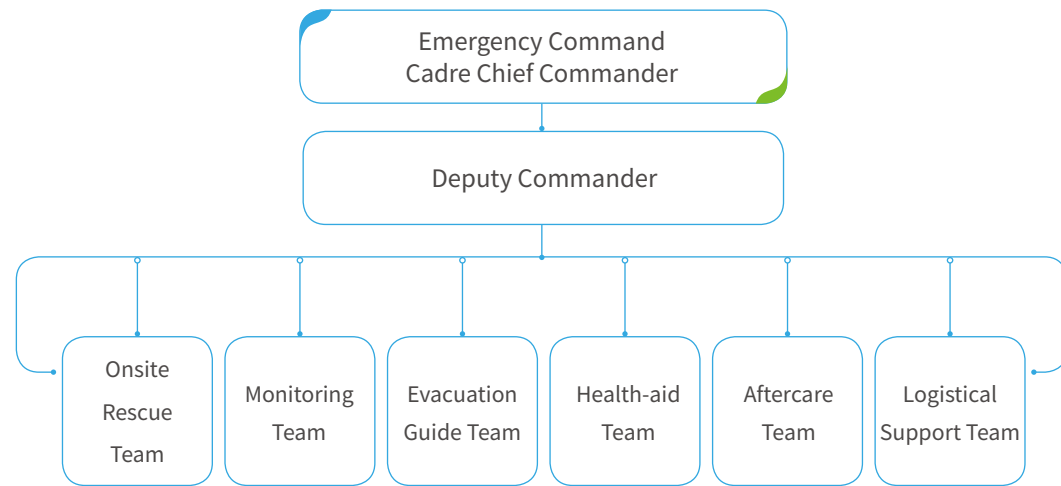
I-Mab follows the *Environmental Protection Law of the People's Republic of China*, *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, *Water Pollution Prevention and Control Law of the People's Republic of China*, and other laws and regulations.



In addition, I-Mab's ESG Committee provides regular consultations and recommendations to the Board of Directors on decisions related to environmental management and reports to the Board on environmental management and conservation efforts.

In 2021, the Company formulated the *I-Mab Biological Emergency Response Plan* to guide the Company to launch all countermeasures quickly, efficiently, and orderly in an environmental emergency. The Company classifies emergency accidents as general (Level II) and

severe (Level I) based on the degree of harm, scope, impact, loss of personnel and property, etc., regarding the accident classification in the *National Environmental Emergency Response Plan* and the actual situation of the Company (including but not limited to types of chemicals and usage, amount of hazardous waste generated, and the number of employees). In addition, the Company has set up an Emergency Command Institution, consisting of the Emergency Command Cadre and each Emergency Action Team under its leadership with the Cadre as the Chief Commander.



I-Mab's Emergency Institution Structure



The Company carries out annual emergency drills and holds yearly training for relevant departments to strengthen the cooperation between the Emergency Command and the rescue teams and departments to ensure that the emergency plan can effectively play its proper role in an environmental accident. At the same time, the Company actively disseminates and communicates its knowledge of the emergency response with neighboring enterprises and exchanges emergency plans with neighboring companies to mutually understand the related risks and to actively determine emergency response measures.



Use of Resources



“ In line with the national strategy to combat climate change, the Company is committed to reducing carbon emissions from its operations and actively achieving a carbon neutral status, as climate change and resource scarcity becoming more pressing global issues. ”

We have taken active measures to respond to the resource conservation measures implemented by the government by making complete, reasonable, and efficient use of available resources, reducing waste of available energy and resources, and at the same time reducing operating costs.



The Company's Use of Electricity and Other Resources for 2021



Consumption intensity of municipal water
6.48
Ton(s)/total number of employees

Total consumption of municipal water
2,500
Ton(s)

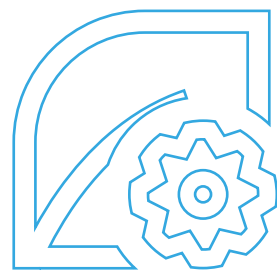
Our water consumption comes primarily from activities that support our business operations. The data on the water consumption of the Company in 2021 are as follows:

To implement the goal of sustainable development, saving the use of operational resources, and achieving a low-carbon operating level, I-Mab releases a quarterly low-carbon energy-saving and environmental-protection publication to articulate the Company's commitment to being a clean energy operation.

EHS Energy Conservation and Environmental Protection Quarterly

To strengthen the implementation of the concept of green energy conservation, I-Mab first published the *Energy Conservation and Environmental Protection Quarterly* in 1Q22. In what will be a quarterly publication, the Company provides green energy behavior guidelines for employees regarding the importance of energy-saving and environmental protection, energy-saving actions, and energy-saving and environmental-protection tips. Thus, the Company can constantly remind employees to pay attention to reducing lighting electricity consumption, turning off the power in time, developing water-saving habits, saving paper, etc., so as to implement the green concept, establish the idea of resource-saving, and contribute to the sustainable development of the Company's resources.

Waste Management



We have formulated the Hazardous Waste Management System to conduct regular wastewater and gas testing annually.



I-Mab is transitioning from the clinical stage to commercialization, and there is no significant environmental impact resulting from business operations in its present form. We actively respond to reducing hazardous waste and strictly comply with local laws and regulations related to environmental protection in the place where we operate. According to specifications, minimal waste gas and wastewater can be discharged after proper treatment. We have formulated the *Hazardous Waste Management System* to conduct regular wastewater and gas testing annually. The small amount of experimental and cleansing wastewater and harmful industrial wastewater is collected and handed over to a qualified third-party company for professional treatment. The wastewater that meets the discharge standard is filtered through the chromic acid pond in the park before being transmitted to the wastewater treatment plant. The small amount of harmless test waste gas is treated by activating carbon filtration before being discharged at a high altitude. Hazardous waste generated during the experimental process is collected daily by laboratory technicians and other personnel. They will adequately place such trash in the temporary storage room, transferred on a monthly basis, and make standardized ledger records. The Company requires CMOs to audit cleaning and provide documentation attesting that the cleaning procedures used in the pharmaceutical process have been validated or approved, and that the appropriate cleaning processes are in place to avoid contamination of subsequent products or batches.

As for non-hazardous waste, our offices have waste separation bins or other suitable facilities for recycling wastepaper, metal, and plastic. We estimate consumption before purchasing materials to avoid overstocking. The company encourages employees to reuse envelopes, binders, file cards, and other stationery items. We have integrated green development into all aspects of our operations and actively promote office and travel methods that have the least impact on the environment within the Company and encourage our employees to start with details such as water and electricity conservation to cultivate their environmental awareness. We promote the digitalization of the Company and espouse to be a paperless office to reduce resource consumption while improving work efficiency.

The data of the Company's waste emission (including greenhouse gas emissions) in 2021 are as follows:



Key Performance Table

Environment Performance Indicators ¹		Unit	Data in 2021
Energy consumption	Power purchased	kWh	950,000
	Overall energy consumption	Ton(s) of standard coal	116.76
	Overall energy consumption intensity	Ton(s) of standard coal/ total number of employees	0.30
Water consumption	Total consumption of municipal water supply	Ton(s)	2,500
	Consumption intensity of municipal water supply	Ton(s)/total number of employees	6.48
Greenhouse gas ²	Total carbon dioxide emissions	Ton(s) of carbon dioxide equivalent	551.95
	Greenhouse gas emission intensity	Ton(s) of carbon dioxide equivalent/ total number of employees	1.43
Office waste	Office paper	Ton(s)	2.4
	End-of-life battery	Ton(s)	0.5
Domestic sewage		Cubic meters	2,300
Hazardous waste		Ton(s)	2.8

Social Performance Indicators		Unit	Data in 2021
Total number of employees	Number of male employees	Person	129
	Number of female employees	Person	257
The ratio of male employees to female employees (male to female)	The male-female ratio in employees	%	50
	The male-female ratio in entry-level employees	%	41
	The male-female ratio in mid-level employees	%	38
	The male-female ratio in high-level employees	%	65
Number of new employees	Number of new male employees	Person	75
	Number of new female employees	Person	142
The ratio of temporary employees		%	3
The turnover rate of employees	The turnover rate of full-time employees	%	19
	The turnover rate of male employees	%	18
	The turnover rate of female employees	%	22
Intellectual Property	Number of granted patents	Copies	47
	Registered and approved trademarks	Copies	146
	Copyrights	Copies	13

¹ The calculations were made according to the *General Principles for Calculation of Comprehensive Energy Consumption (GBT2589-2020)* and the *Enterprises Greenhouse Gas Emissions Accounting Methods and Reporting Guidelines - Power Generation Facilities (2022 Revision)*.

² The total amount of greenhouse gas emissions refers to the amount of greenhouse gas emissions generated by the company's own purchased electricity. The company does not produce energy consumption such as gasoline, diesel, coal, and natural gas in the company's business operations, so it is not included in the calculation of greenhouse gas emissions.

Reader Feedback Form

Dear reader:

Thank you for reading this report. We sincerely look forward to your opinion on this report and your valuable comments as we strive to continuously improve the ESG standards of our Company.

Selective questions (please tick the appropriate box)

1. You are:

- a government authority an investor an employee a client
- a supplier/subcontractor a collaborative partner a peer
- a community or public member a media agency a nongovernmental organization
- other (please specify)

2. Our Company's ESG performance is:

- Exceptional Good Average Poor

3. Your overall impression of this report is:

- Exceptional Good Average Poor

4. The quality of the ESG information disclosed in this report is:

- Exceptional Good Average Poor

5. The structure of this report is:

- Very Reasonable Reasonable Average Not so Reasonable

6. The layout design and presentation of this report is:

- Exceptional Good Average Poor

7. What are your expectations for our ESG efforts?
