



BeiGene

2023 BeiGene

Responsible Business & Sustainability

REPORT

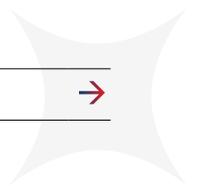
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Next:

A Letter from Leadership



A Letter from Leadership

Together with our colleagues, we are pleased to share this year's Responsible Business & Sustainability Report.

In 2023, BeiGene experienced tremendous growth both internally and with our stakeholders around the globe. Firmly rooted in our Responsible Business & Sustainability focus areas and priorities, we achieved several key initiatives. These include the development of our global health equity strategy; the approval of our first Scope 1 and Scope 2 quantitative emissions-reduction goal; the evolution of our diversity, equity, inclusion, and belonging (DEI&B) strategy; the elevation of patient insights in our drug development strategy; and the launch of the BeiGene Foundation.

Embodying our value of *Bold Ingenuity*, our prolific internal discovery engine powered us to over 20 candidates in our clinical pipeline. Additionally, we regained global rights to TEVIMBRA® (tislelizumab), one of our cornerstone, internally developed medicines, and BRUKINSA® (zanubrutinib) received a steady stream of regulatory approvals. This year, we achieved the remarkable milestone of

BRUKINSA and TEVIMBRA treating more than *one million patients* around the world.

To continue delivering on our mission to bring the highest-quality therapies to more patients and further affirm our value of *Patients First*, we also developed a comprehensive Global Health Equity Strategy in 2023. In its inaugural year, the Global Human Equity Working Group laid the foundation for BeiGene to be a leader in health equity and DEI&B in the years to come. The working group established a governance structure, defining a vision and mission for our strategy that reflect the voices and needs of patients, communities, and colleagues, and articulated where BeiGene will focus its global health equity efforts.

Our advancements in bringing life-saving medicines to patients around the world are thanks to more than 10,000 colleagues across five continents. In 2023, our rapid growth and ability to attract talent resulted in an increase of 2,625 new colleagues to our diverse and global team. We also furthered our value of *Collaborative Spirit* and strategic focus on a culture of belonging through the introduction of our Core Competencies, enhanced mental health and well-being benefits, and a revamped DEI&B strategy designed to evolve BeiGene into a diversity-mature organization. Creating a culture that embraces responsible

business while cultivating positive change in society includes how we engage with the communities in which we work and live. In 2023, we launched the BeiGene Foundation as an independent 501(c)(3) organization to provide grants to charitable organizations aligned with the Foundation's mission to eliminating barriers to equitable and accessible cancer care in underrepresented communities around the world. The first grant made by the BeiGene Foundation was to The Max Foundation as part of a partnership with BeiGene to provide access to BRUKINSA to patients in low- and middle-income countries.

Finally, our value of *Driving Excellence* encompasses our continued focus in 2023 on decreasing our environmental impacts and combatting climate change. This year, our Responsible Business & Sustainability Working Group approved our Scope 1 and Scope 2 goal to reduce emissions by 25% per unit of internally manufactured commercial product by 2026. We also completed a Scope 3 global footprint analysis and moved ahead with plans to launch a supplier engagement program, which together will lay the groundwork to establish a Scope 3 reduction goal by 2025. In addition, findings from our climate risk assessment were integrated into our enterprise risk management process. This integration will allow these considerations to inform our strategy for adapting our operations and

practices to become a more resilient organization.

We thank our stakeholders for their support and commitment to our mission and growth. Our achievements over the past year are a testament to their passion and dedication to improving the lives of people across the world. As we look ahead, we anticipate numerous opportunities to expand our clinical reach, improve our commitment to operating responsibly, and further our sustainability goals.

We invite you to explore this report to learn more about our Responsible Business & Sustainability commitments and our ongoing mission as a good corporate citizen and leading oncology innovator.



John V. Oyler
John V. Oyler
Chairman of the
Board of Directors,
Co-Founder and CEO



Ranjeev Krishana
Ranjeev Krishana
Lead Independent Director,
Board of Directors

Our Mission, Vision & Values

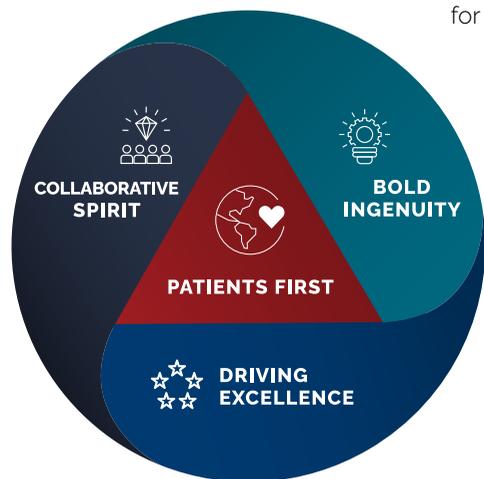
Mission

Build a next-generation global oncology company—one that expands the highest-quality therapies to people around the world—through courage, persistent innovation, and challenging the status quo.

Vision

Transform the biotechnology industry, creating impactful medicines that will be accessible to far more cancer patients around the world.

Values



Patients First. Stand up for more affordable medicines for patients everywhere, and improve global health and well-being

Bold Ingenuity. Challenge the status quo to deliver science once thought to be impossible, and make bold commitments and deliver against them

Collaborative Spirit. Foster superior, non-hierarchical teamwork, and respect individual differences

Driving Excellence. Make a lasting impact in the world, and have a sense of urgency and agility to follow the science and deliver for patients while maintaining integrity

BeiGene by the Numbers

\$2.5 billion
in annual product revenue

\$3.2 billion
cash balance

10,000+
colleagues on 5 continents

20+
clinical candidates in pipeline

65+
countries with regulatory approvals

22,000+
patients¹ enrolled in clinical trials with BeiGene assets to date

1M+
Over one million patients treated with BRUKINSA and TEVIMBRA to date

20,000+
volunteer hours logged by colleagues globally

¹ Number of patients includes those in Investigator Initiated Trials (IITs)

Our Approach to

Responsible Business & Sustainability

Responsible Business & Sustainability (RB&S) is at the core of everything we do. We are guided by our commitment to challenging the status quo, removing systematic injustices and inequities, and transcending borders to transform healthcare access. We recognize that to execute our mission, we must operate in an ethical and responsible manner, investing in operational efficiencies and minimizing risk wherever possible to ensure long-term sustainable growth.

In this chapter,

we share our approach to being a leading corporate citizen on behalf of all our stakeholders. This includes our:

- Guiding Principles →
- Strategy & Process →
- 2023 Goals & Progress →



Guiding Principles

To guide our approach to operating responsibly and achieve our commitment to positively impact the lives of our patients and society, we have aligned our strategy and goals with international frameworks that advance commitments to a prosperous, just, and sustainable planet.

GOAL

🎯 New Goal

Develop a strategy to align with the United Nations Global Compact's guidance on human rights by 2025

United Nations Global Compact & Sustainable Development Goals

The United Nations Global Compact (UNGC) is a strategic initiative that supports organizations as they align their operations and strategies with universal principles regarding human rights, environmental protection, and labor standards. To further our commitment to these goals, BeiGene has been a signatory of the UNGC since 2022.

Since joining the UNGC, we have also worked to align our initiatives with the UN's Sustainable Development Goals (SDGs), which serve as the international community's blueprint to develop a safe and equitable world for all. With deadlines set for 2030, the SDGs represent a multiyear strategy to impact business awareness and action. While

BeiGene recognizes that all 17 of the SDGs are essential to sustainable development, we have prioritized three goals that our business structure is best positioned to meaningfully impact and advance:



We have taken SDGs 3, 5, and 13 into account as we map our strategic goals for 2030 and beyond and have committed to reporting annually to the UNGC on our progress. As part of this commitment, BeiGene has also stated our intention to align our policies and work with the UNGC's standards for human rights. While BeiGene already works to meet all regional and international laws regarding human rights, as a global organization we have a responsibility to do more to ensure that human rights are recognized and respected throughout the world. This commitment will also help safeguard BeiGene's policies to ensure they are effectively carried out.

To learn more about progress on our goals, see [2023 Goals & Progress, page 9](#).



Strategy & Process

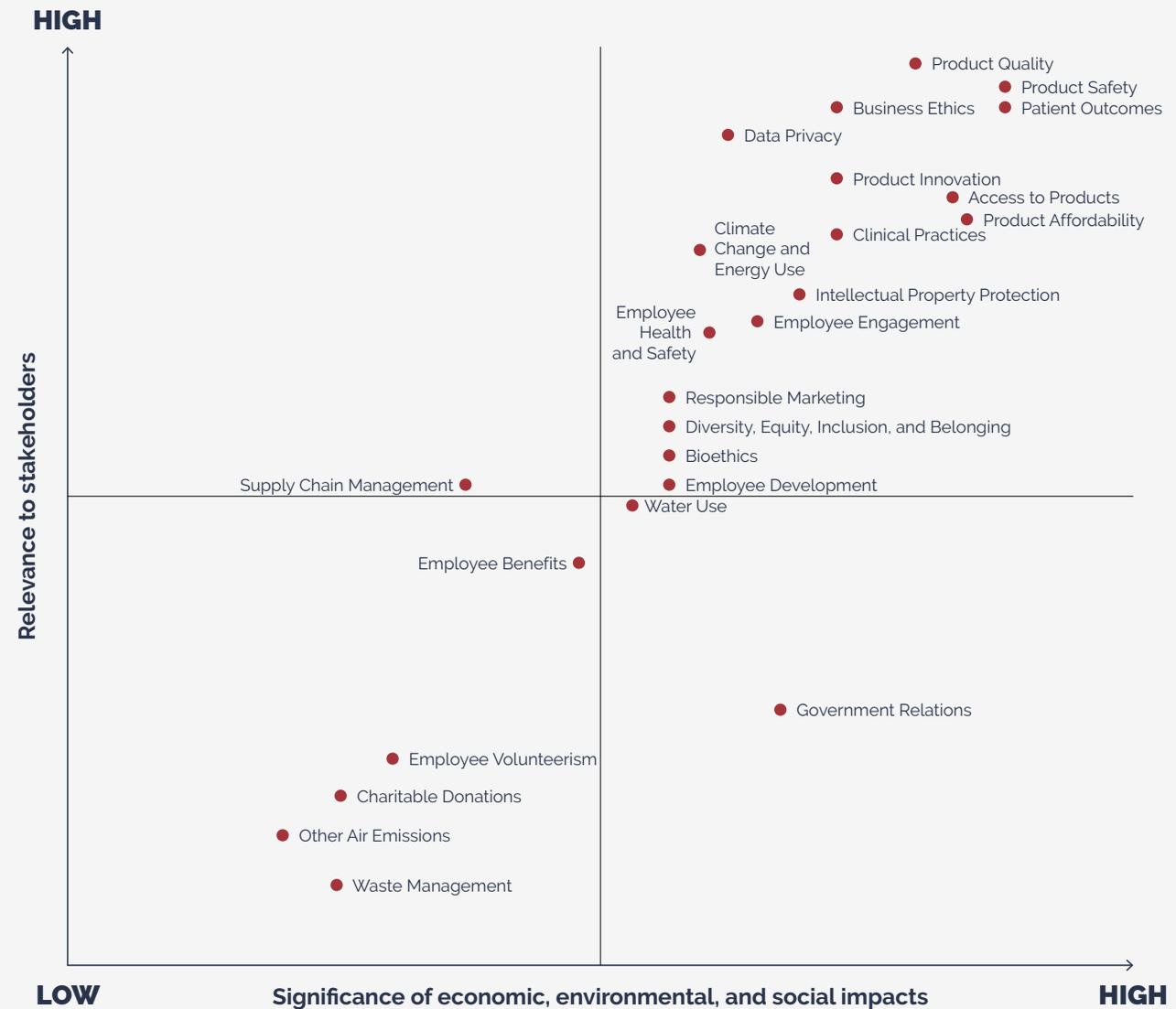
BeiGene's Responsible Business & Sustainability strategy is defined by our strategic framework and material topics and is firmly rooted in our commitment to expand and accelerate access to the highest-quality therapies for patients around the world.

Our Material Topics

To complete our most recent materiality assessment, we interviewed key members of BeiGene's leadership team, conducted an employee survey, and reviewed expectations from the investor community, industry organizations, relevant nonprofit organizations, and other external stakeholders. This process enabled us to identify and rank the topics most relevant to our operations and performance.

The results reinforced our commitment to bringing innovative medicines to more patients globally and demonstrated the significance of this imperative to our stakeholders. Along with advancing global health, the assessment highlighted the importance of providing a work environment that promotes employee well-being and belonging; reducing our environmental impact; supporting patients and local communities; and practicing good governance. These themes became the foundation for our four focus areas: Advancing Global Health, Empowering Our Colleagues, Innovating Sustainably, and Operating Responsibly.

BeiGene Materiality Assessment



Our Responsible Business & Sustainability Strategy

In 2021, BeiGene launched our Responsible Business & Sustainability strategy. The strategy has four focus areas, Advancing Global Health, Empowering Our Colleagues, Innovating Sustainably and Operating Responsibly, each with defined strategic priorities and goals. In 2023, we made progress toward, and achieved several goals, including the approval of our first Scope 1 and Scope 2 quantitative emissions reduction goal, the launch of the BeiGene Foundation, and the development of a global health equity framework. As previously stated, these goals are intentionally aligned with the UN SDGs: Good Health and Well-Being (SDG 3), Gender Equality (SDG 5), and Climate Action (SDG 13).

Advancing Global Health

- Innovative Products
- Patient Access, Engagement & Advocacy



Empowering Our Colleagues

- Diversity, Equity, Inclusion & Belonging
- Engagement, Well-Being & Volunteerism



Innovating Sustainably

- Climate & Environmental Impact
- Product Stewardship



Operating Responsibly

- Integrity, Governance & Risk Management
- Responsible Sourcing




2023 Goals & Progress

Each year, BeiGene reviews our efforts toward achieving our strategic priorities.

In 2023, we made substantial progress across all four focus areas. A summary of our progress is below.

Focus Area	2023 Goal	U.N. Sustainable Development Goal (SDG)	2023 Progress
Advancing Global Health			
Product Innovation	10 molecules in clinic between 2022 and 2023		3 molecules entered the clinic in 2022 and 5 molecules entered the clinic in 2023
Access	Continue to seek approvals for our medicines globally		Our medicines are approved in 65+ countries and regions 38 marketing authorization applications in multiple indications under review around the world
Patient Engagement	Spearhead multi-stakeholder solutions that empower patients and disrupt systemic access barriers by 2025		Partnered with patient organizations to gain patient insights in our clinical studies Finalization of the Patient Engagement Guidebook to provide a robust roadmap on where, why, and how best to include patient insights into the pipeline at all stages of drug development
Charitable Giving	Establish and launch the BeiGene Foundation		Launched the BeiGene Foundation, a 501(c)(3) organization, and subsequently donated its first grant to the Max Foundation

Focus Area	Goal	U.N. Sustainable Development Goal (SDG)	2023 Progress
Empowering Our Colleagues			
DEI&B	Global gender parity at the VP level and above by 2030		38% of positions at the VP level and above are held by women
	50% improvement in workforce diversity (underrepresented groups) company-wide at management levels in the U.S. by 2030		Workforce diversity at management levels in the U.S. stayed consistent in 2023
	Continue to address the composition of the Board of Directors for gender and U.S. underrepresented groups		Efforts to improve Board diversity are ongoing
Colleague Engagement	Maintain colleague engagement scores globally versus 2022 engagement scores with a stretch goal of +3% for the 2024 engagement survey		We plan to conduct an engagement survey in 2024 to track our progress against 2022 benchmarks
	Improve work-life balance survey scores by 3%, with a stretch goal of 5% in 2023		Work-life balance survey score was maintained but did not increase
Volunteerism	Engage colleagues by 10,000 hours of global volunteerism by 2023		BeiGene colleagues engaged in over 20,000 hours of volunteer service globally
	Expand volunteer paid time-off policy		Volunteer paid time-off policy was expanded to include all global colleagues

Focus Area	Goal	U.N. Sustainable Development Goal (SDG)	2023 Progress
Innovating Sustainably			
Climate Change	Set a quantitative Scopes 1 and 2 emissions goal by 2024	13 CLIMATE ACTION 	Scope 1 and Scope 2 quantitative emissions reduction goal established
	Set a quantitative Scope 3 emissions goal by 2025. To advance this goal, engage with top suppliers most likely to contribute to Scope 3 emissions*	13 CLIMATE ACTION 	Completed Scope 3 global footprint analysis for 2022 and 2023 Laid groundwork for activating top supplier engagement program in 2024
Product Stewardship	Develop a global product stewardship program	13 CLIMATE ACTION 	Continued development of internal product stewardship strategy to understand and mitigate the upstream and downstream impacts of our products
Operating Responsibly			
Responsible Sourcing	Implement a third-party supplier risk management program in 2023		Third-party supplier management program formally launched

*This goal was adjusted from the 2022 report to better align with our focus to engage with strategic suppliers that will have the most meaningful impact on our longer term emissions reduction efforts.

New Goals

Based on our progress in 2023, BeiGene has set several new goals aligned with our material issues.

A summary of our new goals are below.

Focus Area	2023 Goal	U.N. Sustainable Development Goal (SDG)
Product Innovation	Bring multiple high quality new molecules from discovery into the clinic on an annual basis*	
Volunteerism	Engage colleagues in 10,000 hours of global volunteerism in 2024, with a stretch goal of 20,000 hours	
Climate Change	Reduce our Scope 1 and 2 emissions by 25% per unit for our internally manufactured commercial product by 2026 (with 2021 as a base year)	
Human Rights	Develop a strategy to align with the United Nations Global Compact's guidance on human rights by 2025	
Data Privacy	Develop a plan to better align key privacy performance metrics with RB&S practices by 2025	

*This goal was adjusted from the 2022 Report to better align with our focus on advancing only the most high-quality molecules into the clinic.

Advancing Global Health

We fundamentally believe that all patients deserve access to high-quality, innovative, and impactful medicines. Cancer has no borders, and so, as a global company, we seek to ensure our therapies are widely and easily available. From the discovery of life-changing therapies to our efforts to close existing health equity gaps, our vision is to confront cancer by creating impactful medicines that will be affordable and accessible to patients around the world.

Putting *Patients First* means more than providing medicine; we also seek to support our patients' families, caregivers, and the advocacy organizations that act on their behalf. We are dedicated to elevating patient voices, improving their support structures, and evolving the global health conversation to improve patient care.

In this chapter, we outline how we deliver on this through:

- Our Approach to Innovation & Clinical Development →
- Pursuing Broad Access to Our Medicines →
- Advancing Global Health Equity →
- BeiGene Foundation →
- Supporting Patients →

**Advancing
Global Health**

- Innovative Products
- Patient Access, Engagement and Advocacy






A Differentiated Approach

Our mission is to build a next-generation global oncology company—one that extends the highest-quality therapies to more people around the world—with passion, persistence, and excellence. With one of the largest oncology research organizations in the industry, our entrepreneurial team is steadfast in its commitment to discovering and developing innovative medicines that help the world's cancer patients get the medicines they need.

To do so, we have developed a differentiated approach:

- ✦ We vertically integrated our clinical development process to enable better control over quality, speed, and costs, as well as higher levels of engagement with site investigators in BeiGene-sponsored clinical trials. We also seek to continually expand the reach of our clinical trials to accelerate regulatory approvals in more countries.
- ✦ We apply a commercial strategy that brings innovative, high-quality therapies to the greatest number of patients as quickly as possible. We actively seek to build collaborations with health systems to accelerate the availability of our medicines to patients around the world.
- ✦ Coupled with our approach to improving access, we are exploring ways to incorporate principles of health equity across BeiGene, including in the design of clinical trials, our engagement with patients, and the support we offer communities through strategic partnerships.

Our Approach to Innovation & Clinical Development

The global challenge of cancer is expansive—almost 20 million people around the world are diagnosed with cancer each year, and that figure is expected to rise by over 10 million by 2040^{2,3}. Addressing this critical challenge requires novel innovation.

Our team of dedicated scientists in biology, chemistry, pharmacology, translational medicine, and clinical science are motivated by the challenges of creating tomorrow's medicines. Our ability to deliver innovative, life-saving therapies stems from our value of *Bold Ingenuity*. We currently have over 20 clinical candidates in development, including four in-licensed assets. Further, our research and therapies cover 80% of the world's cancers by incidence.

BeiGene's oncology-focused research team, with more than 1,100 scientists, is one of the largest in the industry and continually seeks to accelerate the rate at which we discover innovative medicines for patients with the highest unmet needs. Additionally, our global clinical development team, with more than 2,600 colleagues, is fueling this innovation through its passion and commitment to developing new therapies. With our unique business model, we draw from the best science, talent, and collaborative minds around the world to achieve our mission.

Cutting-Edge Research

20+

candidates are being evaluated in clinical development, 16 of which were internally developed

As we continue to expand our research and development (R&D) and clinical development efforts, we are resolute in our pursuit of pioneering therapies and novel combinations in the areas of greatest impact. To achieve this, we actively seek new methods and technologies that extend our reach into potentially large indications and diversify our innovation platforms. Our pursuits include:

- ✦ Employing translational innovation by bringing together cross-disciplinary teams to advance novel therapies to meet unmet patient needs
- ✦ Leveraging technologies like chimeric degradation activating compounds (CDAC), bispecific and trispecific antibodies (BsAb/TsAb), antibody-drug conjugates (ADC), cell therapy, and messenger ribonucleic acid (mRNA) therapy
- ✦ Applying learnings from our broad coverage in oncology to explore other types of cancers including head and neck, lung, breast, upper GI, and colorectal

Through a proven and prolific internal discovery engine and strategic external collaborations, we

have more than 20 potential medicines in our clinical pipeline. We are continuing to grow strategically by bringing multiple high-quality new molecules from discovery into the clinic, pursuing our strategy to evaluate first-in-class and best-in-class candidates in early clinical development and advance the most promising ones into later-stage trials. We also recognize the importance of external collaboration to help us advance innovation, and thus seek to partner with the best minds in academia, biotech, and pharma around the world.

GOAL

Enter 10 molecules into clinic between 2022 and 2023

✓ Progress

- 3 molecules entered clinic in 2022 and 5 molecules entered clinic in 2023, for a total of 8 molecules in clinic

🎯 New Goal

- Bring multiple high-quality new molecules from discovery into the clinic on an annual basis⁴

²World Health Organization. World Cancer Day: closing the care gap. Available at: <https://www.who.int/news/item/03-02-2022-world-cancer-day-closing-the-care-gap>

³Cancer Research UK. Worldwide cancer statistics. Available at: <https://www.cancerresearchuk.org/health-professional/cancer-statistics/worldwide-cancer#heading-Zero>

⁴This goal was adjusted from the 2022 Report to better align with our focus on advancing only the most high-quality molecules into the clinic.

⁵DOI: 10.1200/EDBK_390094 American Society of Clinical Oncology Educational Book 43 (May 25, 2023)



Advancing Solid Tumor Breakthroughs with Strategic Partners

In July 2023, BeiGene and DualityBio partnered to advance an ADC therapy for patients with solid tumors. ADCs embody an innovative vision for cancer therapy: the delivery of highly potent anti-cancer agents to tumor cells with minimal damage to normal cells⁵. As BeiGene continues to grow our solid tumor portfolio, we are advancing several internally discovered ADCs to bring the most innovative medicines to patients.




In 2023, BeiGene regained the global rights to develop, manufacture, and commercialize TEVIMBRA, an anti-PD-1 monoclonal antibody. As TEVIMBRA is the cornerstone of BeiGene's solid tumor portfolio, this development empowers us to continue exploring TEVIMBRA's full potential to address unmet clinical needs around the world, including in combination with our deep and diverse solid tumor pipeline, which has several immuno-oncology and targeted molecules that could be paired with TEVIMBRA. This furthers our mission of expanding patient access to innovative medicines and addressing areas of high unmet need for patients around the world.

Our portfolio is currently built around two foundational assets, BRUKINSA and TEVIMBRA, developed as centerpieces of an expansive combination strategy. To read more about our pipeline, visit our development pipeline on our [website](#).

Clinical Trial Efficiency

45+

To date, we have planned trials or enrolled patients in more than 45 countries

22,000+

To date, more than 22,000 patients⁶ have enrolled in clinical trials with BeiGene assets

As part of our continuing commitment to developing innovative medicines, we have built an internalized global clinical-development organization guided by our mission to ensure that patients around the world have access to innovative life-changing medicines. With the expansion of our team, we ensure better control over quality, speed, cost, and risk, as well as higher levels of engagement with site investigators of BeiGene-sponsored clinical trials. Our ability to accelerate clinical trials is due in part to our broad geographic reach, which can result in cost savings by:

- ✦ Recruiting patients in countries with large patient pools, enabling us to complete patient enrollment more quickly
- ✦ Enrolling patients in countries and regions that have often been excluded in oncology trials, leading to greater patient diversity and cost savings

We also continuously internalize and improve our clinical-trial processes, allowing us to have more control over the process, which results in increased efficiency and lower risk.

We are currently conducting approximately 90 clinical trials. These include clinical trials in the U.S., Canada, Australia, South Africa, China, South Korea, and countries across Europe, as well as countries that have often been excluded in oncology trials such as Brazil, Mexico, and Argentina. In Brazil, our efficiency and focus on quality submissions, coupled with our local site start-up and regulatory expertise, have resulted in quick approvals ahead of the standard 180- to 210-day approval timeline. Executing these trials strategically and efficiently enables us to start enrollment faster, positioning us to get medicines to market and to patients in need.

Clinical Trial Excellence

For every investigational medicine, we follow a structured and formal process for governing and executing clinical trials. Our standardized process ensures the integrity of clinical trial results and

instills confidence among clinical trial participants. Our Development Core Teams—including individuals from clinical development, clinical operations, clinical pharmacology, and regulatory, among others—are responsible for the Clinical Development Plans (CDPs) for each product candidate. Each CDP includes an assessment to identify potential risks to patients and plans to mitigate those issues. We assess the overall benefits and risks of each new therapeutic candidate considering current and expected treatment practices for a given indication. Each CDP is reviewed by a Development Review Committee, which is chaired by a Vice President and/or Executive Committee member and includes senior development leaders from across the company.

Every CDP includes strict guidelines for protecting patient safety and privacy in accordance with our internal policies and standards and in alignment with regulatory and international standards. This includes obtaining the informed consent of each patient participating in our trials, as well as providing adequate information about the research study and its potential benefits and risks. Our approach empowers patients to make an informed decision about their participation in the clinical investigation and requires their voluntary agreement to participate. BeiGene's research team deploys several investigative techniques in our quest to develop new therapies and is committed to conducting

⁶ Number of patients include those in Investigator Initiated Trials (IITs)

our research studies and clinical trials responsibly and ethically. Our bioethics program provides a framework to guide internal decision-making, helping us deliver on our mission with integrity. Additionally, BeiGene is committed to the humane and ethical treatment of any animals utilized in our research and has policies and procedures in place to ensure high ethical standards are maintained. Our approach to bioethics and animal welfare is further outlined in [Our Policies, page 54](#).

Clinical Trial Transparency & Sharing of Research Data

Clinical trial transparency and the sharing of our clinical trial data support biomedical innovation, increase broader awareness of clinical research, and foster public trust in our products and treatments. We proudly commit to the Biotechnology Industry Organization (BIO) Principles on Clinical Trial Data Sharing and the responsible sharing of our clinical trial data to advance such research. To this end, BeiGene registers Phase 1 through 4 interventional trials and applicable non-interventional studies on publicly accessible websites like ClinicalTrials.gov, BeiGene's clinical trials website, and others in accordance with regional and national regulatory requirements around the world, as well as the BeiGene Data Disclosure and Transparency Policy, which is expected to be made public in 2024. BeiGene discloses results of Phase 1 through 4 interventional trials and applicable non-interventional studies 12 to 36 months after primary



completion date (or study completion/end of study when primary and study completion dates are the same) on applicable websites in compliance with regulatory timelines and policy expectations. For select studies, BeiGene may delay results submission to protect intellectual property, business development, or publication needs. In support of related disclosure requirements, BeiGene publishes clinical study documents on applicable websites. For select studies, BeiGene provides a plain-language summary of the study design, objectives, and results that is understandable to individuals without medical training or scientific knowledge.

BeiGene voluntarily shares data on completed studies responsibly and provides qualified scientific and medical researchers access to data and supporting clinical trial documentation for clinical trials in dossiers for medicines and indications after

submission and approval in the U.S., China, and Europe. Clinical trials supporting subsequent local approvals, new indications, or combination products are eligible for sharing once corresponding regulatory approvals are achieved. BeiGene shares data only when permitted by applicable data privacy and security laws and regulations. In addition, data can only be shared when it is feasible to do so without compromising the privacy of study participants.

Medical Education & Research

BeiGene supports educating healthcare professionals on our medicines, innovations in drug development, and new approaches to patient care. This includes sharing research findings at conferences and congresses, as well as sponsoring scientific meetings globally. In China, BeiGene sponsored over 2,000 education and research

events. In North America, we attended over 30 events, including The Leukemia & Lymphoma Society's Blood Cancer Conference and the International Waldenström Macroglobulinemia Foundation Education Forum, among others. BeiGene also attended seven European-based patient conferences and events, along with 25 in greater Asia Pacific and 10 in new markets.

Advancing Diversity in Clinical Trials

Enrolling diverse candidates in clinical trials is important to advancing health equity. Requiring that clinical studies include people of different races, ages, genders, and ethnicities ensures that more people benefit from innovative, efficacious, and safe therapies.

By taking a globally inclusive approach—and integrating the voice of the patient—we are

Data-Cleaning Pilot Program

As part of our efforts to drive quality and efficiency in our trials, BeiGene launched a pilot data-cleaning program for our trial databases. While the standard timeframe for updating our database is four weeks, this program allowed us to close our database log in just a single week. Providing quality data is key to our work, and cleaning trial data quickly and efficiently while maintaining accuracy optimizes our progress. Moving forward, BeiGene is working to establish this as the new benchmark for our teams.

broadening access to clinical trials to discover treatments that meet the needs of more people living with cancer. We have built a predominantly in-house clinical development organization focused on developing a pipeline of innovative therapies for more patients and thus prioritize partnering with diverse patient communities for our key R&D programs to expand the reach of our clinical trials to under-represented communities.

In 2023, our cross-functional Global Clinical Development Planning Working Group developed our comprehensive diversity strategy and goals in line with the regulatory requirements established by the U.S. Food and Drug Administration (FDA). To achieve our clinical diversity goals, BeiGene is writing and submitting inclusive protocols and CDPs to registration-enabling trials and conducting clinical trials in geographies beyond major health centers. This approach enables us to reach under-represented patient populations. Expanding enrollment can also expedite patient enrollment, which may result in reducing time to market.

In 2023, BeiGene broadly expanded into the Latin American market, which includes several ethnicities, races, and people from diverse socioeconomic backgrounds. Specifically, BeiGene has a total of six studies allocated across Argentina, Brazil, and Mexico.

In North America, BeiGene has expanded our clinical reach within the U.S. and Canada by establishing

relationships with key oncology research centers and nonprofit organizations, such as CATALIS Québec.

We are also exploring potential partnerships with medical schools of Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and local communities, which deepen our understanding and further our reach with under-represented patient populations.

Patient Engagement

To further develop the best oncology treatments for our patients, BeiGene orchestrates high-quality clinical trials. We focus on not only expanding patient diversity in our trial enrollment but also developing clinical trials that meet patients' needs, address accessibility issues, and support better outcomes. To achieve this, we seek patient engagement from the earliest R&D stages and when developing our clinical trials.

Our Early Patient Engagement and Professional Societies team (EPEPS) acts as facilitator and relationship manager for all patient engagement activities relating to clinical trials. EPEPS works alongside study teams to identify which program needs can be supported by patient engagement activities and then devises a plan with the team to collaborate on measurable success metrics. This approach brings patient insights into our R&D planning.

To better support our clinical and corporate goals, EPEPS works with internal and external experts in patient engagement to develop our patient engagement strategy. Our strategy seeks to ensure a person's lived experience and expectations are reflected in BeiGene's drug development and commercialization, as this is central to providing meaningful treatments to patients. Additionally, our Patient Engagement Guidebook provides details on the strategy and a robust roadmap on where, why, and how best to include patient insights in the pipeline at all stages of drug development.



“We are proud to have laid such a strong foundation for this important work, which will guide us in the years to come. Our longer-term goal is to establish BeiGene as an industry leader in patient engagement, elevating patient and caregiver insights in our R&D, embedding the patient voice in BeiGene's DNA, and further elevating our core value of Patients First.”

– Tricia Mullins
*Executive Director, Global Head
of Early Patient Engagement
and Professional Societies*



Patient Safety

Upholding our value of *Patients First*, our Global Patient Safety (GPS) team ensures the safe and effective use of our medicines from their first use in clinical trials to prescribed post-commercialization use. GPS, headed by our Chief Safety Officer, comprises a global team of over 150 physicians, safety scientists, and pharmacovigilance professionals dedicated to characterizing the safety of our growing portfolio, rigorously surveilling patient outcomes, and effectively addressing safety issues that may arise.

GPS maintains high compliance with the requirements and timelines of global regulatory authorities and BeiGene's safety protocols. BeiGene quickly acts on any report of a suspected adverse event (AE) or product complaint received from clinical trial sources or spontaneously reported from marketed use. To facilitate reporting of adverse events, BeiGene maintains various channels, including a newly implemented [webform](#) for direct AE reporting, a dedicated patient safety email address, and live call centers in Europe, the Americas, and Asia Pacific. All established channels enable AE reporting in seven local languages, demonstrating BeiGene's efforts to improve safety data collection and the reporting experience for healthcare providers and patients. GPS also maintains an emergency response plan to ensure the maintenance of routine functions and GPS activities, including staffing plans and IT

system redundancies, in the event of local or global disruptions.

BeiGene has developed a global standard operating procedure (SOP) and mandatory annual training for all BeiGene colleagues to teach them how to report adverse events, adverse drug reactions, special situations, urgent safety measures, and product complaints globally for all BeiGene-marketed products. GPS also maintains robust educational seminars and resources available on demand by the enterprise and runs periodic campaigns to bring awareness to relevant patient safety topics. These resources, produced by pharmacovigilance experts, bridge the regulatory environment we operate in with best practices, knowledge, and behaviors to cultivate safety across our organization.

Using robust scientific approaches, our team utilizes available data, epidemiological techniques, and knowledge of product-class effects to provide safety oversight and expertise and to differentiate BeiGene products. At every stage in the product life cycle, our global pharmacovigilance system characterizes and documents the safety of our medicines in alignment with the standards set by international and local regulations, as well as BeiGene's internal standards. Communications regarding our products' benefits and known risks are shared accurately and in a timely fashion via public labeling documents to support regulatory filings and continuous product surveillance.



Cultivating a Culture of Safety

In 2023, the Global Patient Safety team created interactive learning materials to further educate BeiGene colleagues on urgent safety measures and ensure any colleague who receives safety information stemming from a clinical trial understands their responsibility to immediately direct all information through our existing safety governance framework. Developing these educational materials helps the GPS team live its commitment to patient safety every day and demonstrate internal and external standards for *Driving Excellence*.

Pursuing Broad Access to Our Medicines

GOAL

Continue to seek approvals for our medicines globally.

✓ Progress

- BeiGene medicines are approved in more than 65 countries
- 38 marketing authorization applications in multiple indications are under review around the world

Our approach to market access and commercialization is guided by our value of putting *Patients First*. All patients deserve high-quality, innovative, and our three impactful medicines regardless of their geographic location or socioeconomic status. To ensure the greatest number of patients have access to our medicines, we are working diligently to expand our footprint rapidly in both established and new markets.

1 million+

BRUKINSA and **TEVIMBRA** have treated more than one million patients

We leverage several methods to deliver our medicines to more patients globally, including:

- ✦ Expanding our commercial presence in both established and growing markets
- ✦ Demonstrating a collaborative and flexible approach to pricing and reimbursement
- ✦ Offering assistance, including low- or no-cost medicines, to eligible patients in certain markets where permissible

Expanding Our Commercial Presence

Many companies take a tiered approach to medicine registration, seeking approvals in developed markets that can yield the most economic gains before seeking registration in middle- and lower-income countries. To protect pricing structures, they may also forego selling their medicines in certain markets. But knowing that cancer affects people in every corner of the world, BeiGene takes a different approach: we seek registration of our products across many geographies simultaneously, including both developed and developing markets, early in the commercialization process. Additionally, with our broad global clinical trial reach, we ensure our pivotal studies can be used in regulatory filings across markets.

In 2023, we grew our commercial team to more than 3,700 members. Our approach to rapid global expansion can be attributed to the commercial success of our two cornerstone medicines, BRUKINSA and tislelizumab. As of the end of 2023, BRUKINSA is approved in over 65 countries and tislelizumab is approved in 12 indications in China and in the E.U. and U.K. with multiple global approvals expected in 2024. We also have 38 marketing authorization applications in multiple indications under review around the world.

Beyond the discovery, development, and commercialization of our internally discovered medicines, we seek to work with organizations that share our patient-centric vision and our commitment to exceptional science to ensure that, together with our partners, we can get treatments to those in need. We currently have partnerships with 6 organizations to provide 14 products to patients in China to enable quicker access to innovative medicines. To date, 1.8 million patients in China have been treated as a result of BeiGene's commercial efforts.



Improving Access for Patients in China

In December, China's National Healthcare Security Administration (NHSA) released the 2023 National Reimbursement Drug List (NRDL), which included all 17 approved indications for 3 of our internally developed medicines: BRUKINSA, tislelizumab, and pamiparib.

Related to our in-licensed products, BAITUOWEI and SYLVANT were included in the NRDL for the first time, and XGEVA is now listed in Category B medicines with an additional indication.

As more products and indications are included in the NRDL, more patients in China will be able to have better accessibility and affordability of the world's leading oncology medicines. This progress is critical in advancing our mission to create impactful medicines accessible to cancer patients around the world.

Our Global Approach to Affordability

At BeiGene, we work closely with health systems globally to uphold our vision that price will not be a barrier to patients' sustainable access to our medicines. [Our Approach to Affordability](#) guides our practice of commercializing medicines with patient cost in mind. When determining the price of our medicines in a particular country, we consider the health system's financial resources and the value our therapies bring to a broad range of stakeholders (patients, payors, and society). We aim to go where our patients are, regardless of geography, and minimize the cost of care while delivering high-value medicines.

Expanded Access Programs

In situations where patients may encounter a lack of clinical trial availability and standard distribution constraints, we have initiated several Expanded Access Programs (EAPs). These EAPs facilitate free-of-charge access to our medications in an ethical and regulated manner, in accordance with local legal requirements, for patients suffering from life-threatening diseases without alternative treatment options. More than 1,000 patients have received treatment through the EAPs across 30 countries. BeiGene EAPs include:

- Pre-Reimbursement Access Program (PRAP):** Through PRAP, we expedited access to BeiGene-approved medications for more than 700 patients, broadening the availability of our

medicines across various markets. In 2023, BeiGene initiated new PRAPs for patient groups in Italy, Belgium, Portugal, the U.K., Australia, and South Korea, providing access several months ahead of the final reimbursement approval. Additionally, we have extended these PRAPs into emerging territories such as Israel, as well as various countries in the Middle East and Africa.

- Compassionate Use (CU):** Our global CU program is a testament to our commitment to providing access to investigational medicines before regulatory approval for patients who cannot participate in clinical trials and lack alternative therapies. In 2023, BeiGene's CU program encompassed three investigational drugs, benefiting more than 300 patients across approximately 20 countries.
- Post-Trial Program Supply:** BeiGene recognizes the gap that can occur post-clinical trial and is committed to bridging it. For patients who have finished participating in a confirmatory BeiGene-sponsored study and are waiting for official product approval or availability, we offer continued access to BeiGene treatments at no cost. This support is extended until the therapy is granted local regulatory approval and becomes broadly accessible. Currently, patients can obtain two of our medications in eight countries through this program.

In addition to our expanded access programs, through our myBeiGene program, we provide eligible patients in the U.S. and Canada reimbursement and coverage support, copay assistance, and free medicine to increase access to BRUKINSA. Beyond reimbursement and financial support, myBeiGene also provides access to oncology nurse advocates that provide personalized patient and caregiver support, including educational materials, connection to advocacy groups, and additional resources and services such as counseling and support groups.

30 Countries

Patients received treatment through EAPs in 30 countries

1,000+

More than 1,000 patients received treatment through EAPs



Improving Access for Chronic Lymphocytic Leukemia (CLL) Patients

Another way we ensure more patients living with cancer have access to life-saving medicines is through our work with The Max Foundation. Through this partnership, BeiGene will donate our BTK inhibitor and The Max Foundation will leverage its expertise in low- and middle-income countries and global infrastructure to bring this medicine to access-limited patients living with CLL. This partnership will begin providing treatment to patients in 2024.

Advancing Global Health Equity

In 2023, BeiGene laid the foundation to be a leader in global health equity (GHE). We developed a vision and mission for this commitment that reflects the voices and needs of at-risk patients, defined what “global health equity” means to BeiGene as a company, and launched the [Advancing Global Health Equity](#) website page. We also formed a global, cross-functional working group, with executive leadership and Board of Directors oversight, to focus on developing our strategy, goals, and approach to global health equity.

The vision for our GHE commitment is to break barriers and transform lives through equitable access by focusing on the following platforms:

- Advancing Inclusiveness in Research & Clinical Trials.** We partner with diverse patient communities early and often in our research work—including clinical trials—to provide therapies that are safe and effective for more people living with cancer.
- Building Transformative Partnerships.** We partner with more than 20 patient advocacy organizations, collaborate with The Max Foundation to increase access to treatment, and work with the FDA’s Reagan-Udall Foundation

as a founding sponsor to support its Fellowship in Regulatory Science, Innovation, and Health Equity program.

- Activating Equity Across BeiGene.** We ensure that our colleagues around the world understand and support our GHE commitment, are committed to advancing equity among our colleagues, and that our company has the organizational capabilities—including the talent—to fulfill this commitment.
- Supporting Healthy Patients & Communities.** We promote health in our patients and communities through initiatives such as Talk About It, our U.S. educational campaign focused on cancer and mental health; the myBeiGene patient support program; and the BeiGene Foundation, which works to eliminate barriers to equitable and accessible cancer care in under-represented communities around the world.

In launching this work, BeiGene is planning to establish a Health Equity Patient Leadership Council and expand its partnerships with organizations to address the global burden of cancer and equitable access to care.



How BeiGene Defines Global Health Equity

Global health equity is a business priority and social imperative at BeiGene. We believe that where a person lives, their race or ethnicity, gender, age, disability status, sexual orientation, or any other factor that can be used to minoritize or marginalize an individual should not impact their ability to access their highest level of health and well-being possible.

BeiGene Foundation

GOAL

Establish and launch BeiGene Foundation

✓ Progress

- Launched the BeiGene Foundation, a 501(c)(3) organization, and subsequently donated its first grant to The Max Foundation

The BeiGene Foundation was launched in early 2023 as an independent 501(c)(3) organization to provide grants to charitable organizations aligned with the Foundation's mission. The BeiGene Foundation is led by the Executive Director of Responsible Business & Sustainability in partnership with the Board of Directors of the BeiGene Foundation, which is responsible for approving grants. In May, the BeiGene Foundation made its first grant in support of The Max Foundation as part of a collaboration with BeiGene to deliver medicine free of charge to patients in underserved markets. To read more about [The Max Foundation collaboration](#), see [page 21](#).

BeiGene has always been a company that understands that to make a real impact in the world of oncology, we must do more than just develop medications. We must also positively impact our communities, where our colleagues and patients live and work. It has been exciting to see the establishment of the BeiGene Foundation alongside the expansion of our global volunteerism program come to fruition within the same year.

I am further encouraged to see our colleagues exceed 20,000 volunteer hours in the first six months of our program. So many colleagues jumped at the opportunity to organize and support causes close to them. I'm proud that our organization has built a culture in which colleagues actively live our values and mission.



—Christine Riley Miller,
Executive Director of Responsible
Business & Sustainability



The BeiGene Foundation Mission

The BeiGene Foundation is a nonprofit dedicated to eliminating barriers to equitable and accessible cancer care in underrepresented communities around the world. By expanding cancer healthcare services, supporting community-based solutions, and scaling programs working to break cycles of inequity, we are creating a healthier and better world for all.

The Foundation expands beyond BeiGene's mission of providing the highest quality therapies to more people around the world by providing funding to support charitable, community-engaged programs in three strategic areas:

- ✦ Access to equitable cancer healthcare
- ✦ Community engagement
- ✦ Disaster response



BeiGene Sponsors Reagan-Udall Foundation for the FDA

BeiGene is proud to sponsor the Reagan-Udall Foundation's Fellowship in Regulatory Science, Innovation, and Health Equity for a second year. The fellowship seeks to increase diversity in regulatory science by offering opportunities for individuals with varied life experiences to begin a career in regulatory science and build lasting professional relationships among FDA stakeholders.

BeiGene supported the pilot fellowship program in 2022 which aided in the development of medical products suitable for pregnant and lactating women, with a heavy focus on addressing health equity issues through the project. In 2023, Howard University, an HBCU* and one of the nation's leading research universities, assisted with the design of the fellowship program and the selection of the 2023 and 2024 fellows. There is a great need to advance health equity within the regulatory science workforce. Advancing diversity in regulatory science contributes to more meaningful results for the communities and patients impacted and ensures a health equity lens is integrated into this important work.

*Historically Black Colleges and Universities

Supporting Patients

GOAL

Spearhead multi-stakeholder solutions that empower patients and disrupt systemic access barriers by 2025

✓ Progress

- Partnered with patient organizations to gain patient insights in our clinical studies
- Finalization of the Patient Engagement Guidebook to provide a robust roadmap on where, why, and how best to include patient insights into the pipeline at all stages of drug development

Patient Advocacy

BeiGene is at an important inflection point as an innovator and global leader in oncology. To increase our impact, we are uniquely positioned to amplify the voices of our patients to better understand their unmet needs, determine how we can prioritize those needs, and improve the policies that shape the oncology ecosystem.

Patient advocacy organizations (PAOs) support patient needs by providing resources, information, and education programs to patient communities and medical professionals. To support their efforts to elevate patient needs, we have established strong relationships with several PAOs globally and are building new partnerships as we enter additional geographies. These partnerships

provide important patient insights and feedback to inform our clinical development and commercial programs.

In each geography we enter, the PAOs we partner with and the local patient communities they support have unique needs, capabilities, and resources. Recognizing their differences, we work within each geography to broadly address health equity for oncology patients. Our partnerships with these PAOs offer us a critical opportunity to be transformative in our impact as we help them expand their advocacy capabilities for their diverse populations. In return, these partnerships will enable us to increase the input of diverse patients in our research and clinical trial plans and design, as well as increase the number of diverse patients and caregivers who receive education about clinical trials (see [Advancing Diversity in Clinical Trials, page 17](#)).

Our commitment to the highest standards of integrity and adherence to industry codes and relevant laws relating to patient engagement and advocacy includes honoring the independence of PAOs in their political judgment, strategies, policies, and activities; never requesting that a PAO promote a prescription-only medicine; ensuring that the objectives and scope of our partnerships are transparent; and that financial or non-financial support is clearly acknowledged. For more information, please see [Our Global Policy Position on Partnering with Patient Organizations](#).



In 2023, BeiGene colleagues volunteered in many PAO-sponsored events globally. As a national sponsor of The Leukemia & Lymphoma Society's Light The Night in the U.S., 239 individuals representing BeiGene joined more than 25 teams to raise money for the cause and attend local Light The Night walks across the U.S. Together, BeiGene's teams raised over \$40,000 to support The Leukemia & Lymphoma Society's mission and work. BeiGene will significantly expand its support in 2024, serving as National Presenting Sponsor of Survivorship and Hope for Light The Night across the U.S.

Supporting the Well-Being of Patients

A cancer diagnosis can be difficult to navigate, from understanding treatment options to coordinating transportation and care. To help patients and their caregivers, BeiGene partners with PAOs to educate patients and caregivers about the disease, options for treatments and trials, and other available supports. As a result of this work, BeiGene identified a significant gap in resources to address the mental health needs of cancer patients. To help close this critical gap, BeiGene sponsored a study in 2022 with Cancer Support Community (CSC) of over 600 U.S. cancer patients. This research further highlighted these concerns and inspired the foundation of BeiGene's program, [Talk About It: Cancer and Mental Health](#).

Talk About It increases awareness of the relationship between cancer and mental health and the importance of addressing mental health to improve patient health outcomes. The program also curates resources that support and educate people living with cancer, their caregivers, healthcare providers, and advocates. In the program's first year, we:

- ✦ Established three partnerships in cancer and mental health with PAOs.
- ✦ Hosted four *Talk About It* webinars with more than 300 registrants representing over a dozen PAOs, HCPs, patients, and caregivers.

- ✦ Launched a central resource for cancer and mental health at cancerandmentalhealth.com.
- ✦ Hosted *Talk About It* panel discussion events during the American Society of Hematology annual meeting, increasing the number of participants from more than 40 advocates representing 18 U.S. and global PAOs at the 2022 event to over 50 advocates representing 27 global PAOs in 2023.
- ✦ Sponsored the national, "A Call to Action: Delivery of Psychosocial Care in Oncology Summit," in Washington D.C. in partnership with the Association of Community Cancer Centers (ACCC) and its partners, the Association of Oncology Social Work (AOSW), and the American Psychosocial Oncology Society (APOS). The summit centered on addressing barriers to timely and appropriate mental health care for cancer patients and caregivers experiencing psychological distress.

In 2024, BeiGene plans to expand *Talk About It* into Australia and Canada and focus on the integration of mental health support into clinical trials.



Empowering Our Colleagues

Our vision to transform the biotechnology industry and increase access to innovative cancer treatments around the world begins with the strength, commitment, and talent of our people. Our values of *Patients First*, *Bold Ingenuity*, *Collaborative Spirit*, and *Driving Excellence* drive our work forward and enable us to attract a talented and motivated workforce of top medical and business professionals. Together, we have fostered a culture of innovation, mutual respect, and belonging, which amplifies our impact as we work toward our ambitious goals.

In this chapter, we share our approach to:

- Building Our Team →
- Colleague Engagement & Support →
- Compensation & Benefits →
- Career Development →
- A Culture of Belonging →
- Employee Volunteerism →
- Health & Safety →

**Empowering
Our Colleagues**

- Diversity, Equity, Inclusion & Belonging
- Engagement, Well-Being & Volunteerism




Building Our Team

BeiGene is proud of our ability to attract and expand our global teams to meet our ever-evolving needs. In 2023, we added more than 1,250 new colleagues across five continents, which increased our employee base by approximately 14% to more than 10,000 colleagues worldwide.

To grow our global team, we tailored our recruitment strategies to meet the specific needs and dynamics of each region and function while keeping cost efficiency and time-to-fill rates in mind. This included leveraging online platforms, promoting internal referrals, running college campus campaigns, attending job fairs, utilizing targeted advertising, and partnering with local recruitment agencies to attract candidates from different regions. BeiGene's recruitment process assesses not only the candidates' skills and experience but also their alignment with our core values. We look for candidates who demonstrate a commitment to patient well-being, a willingness to challenge the status quo, a spirit of collaboration, and a drive for excellence. This value-driven approach to candidate evaluation helps us identify individuals who will thrive in our culture and contribute to our mission.

We recognize that our teams consist of individuals with different needs and life circumstances. Our remote and hybrid work options, as well as part-time opportunities, allow us to attract a diverse range of candidates, including working parents, those

with family care responsibilities, and individuals with temporary health conditions. We believe if individuals can meet the position's requirements and goals, they should have the opportunity to contribute to our mission. Our flexibility and commitment to colleague success have attracted top-tier talent, including more than 1,000 MDs and PhDs globally.

Combined with headcount growth, our physical presence has solidified around the world, with a strategic expansion that underscores our commitment to being a truly global oncology leader. In 2023, we celebrated the opening of new local offices in Canada, Belgium, Brazil, and United Arab Emirates. We also entered Portugal, Thailand, Malaysia, Argentina, and Colombia, enhancing our global agility and connectivity. This geographical diversification not only brings us closer to our patients and partners but also enriches our corporate culture with a wealth of diverse perspectives and expertise.

In 2023, the region with the largest growth by headcount continues to be China, with the addition of over 650 new colleagues—a growth rate of 9%. This year, China focused on expanding both technical operations and manufacturing and research functions by approximately 20%, which contributed to more than two-thirds of the total headcount growth in China. Latin America experienced the most significant growth, starting the year with just eight colleagues and closing out

2023 with a team of over 60. These new colleagues support the clinical operations and new market development teams. Europe's headcount increased by approximately 50%, from a little over 400 colleagues to 600 by the end of the year. The Asia-Pacific region, excluding China, grew in parallel with Europe, with a growth rate of over 35%, from more than 250 to over 350 colleagues, as the commercial and clinical operations teams continued to expand. In the U.S., headcount increased by 18%, from 1,300 to more than 1,500 colleagues.

Our four state-of-the-art laboratory sites and three manufacturing plants in China and the United States have been renovated and expanded, reflecting our dedication to innovation and production excellence. Our hybrid working style allows our home office network to flourish as well, with thousands of colleagues working remotely in 32 countries.



Colleague Engagement & Support

As a company with a mission to create positive change in society, we work hard to cultivate a culture that does the same for our workforce.

We foster open communication across all levels, maintain an open-door policy so colleagues can seek support and counsel from their managers and other leaders, and actively encourage our colleagues to share their points of view and experiences in meetings and workplace forums. In this way, our colleagues feel empowered to grow both personally and professionally while also being inspired by the impact we have on the lives of our patients.

In 2023, we conducted a Work Better, Live Better Pulse Survey to gauge colleague engagement and sentiment on our culture. We were happy to see that our engagement score remained very high at 83%—on par with the 84% engagement we measured in our 2022 global engagement survey. Our colleagues collectively expressed satisfaction with the organization's overall culture, feeling that they are valued and appreciated by their peers and leaders. Furthermore, the survey results suggested that our colleagues perceive there are ample opportunities for career growth within the company.

Additional survey insights included:

88%

of colleagues agreed they are proud to work for BeiGene

84%

of colleagues agreed that BeiGene motivates them to go beyond what they experienced in a similar role elsewhere

85%

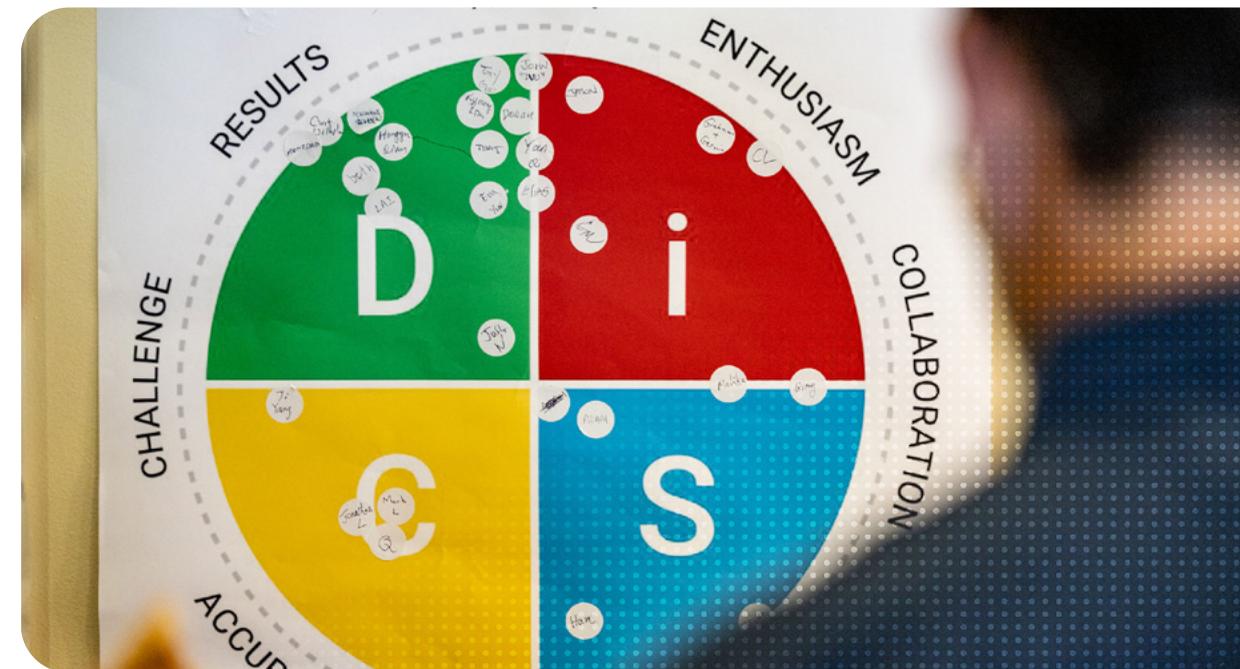
of colleagues agreed that their manager helps set a clear strategy for them to achieve their goals

84%

of colleagues agreed that BeiGene supports their growth and development and that they have access to the learning and development resources they need to perform their job well

The survey results also showed that BeiGene has room to grow in our support for work-life balance. While the global score remained high, with 78% of colleagues saying BeiGene has a good work-life balance culture, we did not meet our goal to improve work-life balance survey scores by 3% in 2023. As BeiGene is committed to supporting balance for our colleagues, leadership took these results seriously. They began working to enhance our work-life balance program, relaunching it as a global "Work Better, Live Better" program with three distinct pillars:

1. **Company Focus:** Strengthening our work processes through automation and technological solutions
2. **Team Focus:** Establishing clear expectations around meeting effectiveness, roles and responsibilities, and autonomy; understanding the meaning of "Work Better, Live Better" for employees; and discovering how managers can support their goals for balance
3. **Colleague Focus:** Providing resources and training to support individuals in building proactive behaviors, creating efficiencies, and improving well-being, while exploring what employees need to feel their very best



Additionally, BeiGene continued to provide company-wide incentives to promote a positive Work Better, Live Better culture, including two company-wide quiet weeks, when meetings and calls are discouraged to enable colleagues to complete essential tasks related to their work as well as their personal lives; Focus Fridays, when meetings and calls are reduced in a colleague's local time to free up work time; and quiet hours during local time to fully disconnect and make time off meaningful.

69%

of colleagues agreed that "BeiGene's Work Better, Live Better Global Initiatives are making a difference for me" in the 2023 Work Better, Live Better Pulse Survey

We also know leadership behavior is essential to a team's Work Better, Live Better success. In addition to encouraging leaders to model healthy balance to their teams, we continued to provide training and resources for them to support their teams in setting expectations around work hours, time off, and deadlines. Further, we created a cross-functional and regional task force that will drive this work in 2024 by exploring our work processes globally and considering solutions that utilize automation and technology to support our goals.

We plan to conduct another global engagement survey in 2024, with an aim of maintaining our high engagement score and a stretch goal to increase the score by 3%. BeiGene is now committed to running the engagement survey every other year, while also conducting pulse surveys annually to maintain a good understanding of colleague sentiment.

GOAL

Improve Work Better, Live Better survey scores by 3%, with a stretch goal of 5% in 2023

✓ Progress

- Work Better, Live Better score was maintained, but did not improve

GOAL

Maintain colleague engagement scores globally versus 2022 engagement scores with a stretch goal of +3% for the 2024 engagement survey

✓ Progress

- We plan to conduct an engagement survey in 2024 to track our progress against 2022 benchmarks



BeiGene Australia Awarded Top 50 Great Places to Work for Women

In 2023, BeiGene Australia was recognized as one of the country's top 50 Best Workplaces™ for Women in 2023 by Great Place To Work®. This was an honor, as Great Place To Work awards are determined based on rigorous independent analytics and substantial confidential BeiGene employee feedback, which demonstrated high levels of trust, respect, credibility, fairness, pride, and camaraderie within the organization. BeiGene is built on the principle that our colleagues are our most valuable assets, and we firmly believe that how we work is just as important as the work we do. We are proud to have built a community and culture in which colleagues can find balance and where women feel empowered both professionally and personally.

Australian colleagues celebrated the achievement, and many shared their thoughts as to why BeiGene deserved this award, including Betty Wanting Zhu, Senior Financial Planning and Analytics Manager, Asia Pacific: *"I feel BeiGene's values around creating equal access to cancer treatments is translated into the work culture, with everyone being given fair and equal opportunities. Perhaps because it's a relatively young company, BeiGene has always felt ahead of the curve here."*

Compensation & Benefits

At BeiGene, we value our colleagues' personal well-being and care about their perspectives and goals. By taking a holistic view of well-being—one that considers financial, physical, and social-emotional health—we are working to cultivate a community and culture where our colleagues can find balance both professionally and personally.

We recognize the incredible talent and dedication of our colleagues and seek to reward their hard work with competitive compensation and benefits that support their overall well-being. As we expand in numbers and geographies, we continually evaluate our offerings to ensure our benefits are competitive, equitable, and inclusive across regions and industries. Our total rewards structure begins with a competitive base salary and provides all colleagues with the opportunity for annual performance incentives, generous equity grants, paid time off, and other benefits specific to the needs of each market, such as comprehensive healthcare coverage.

We assess benefits across our full workforce yearly to ensure we are competitive with changing market conditions. For example, we increased 401(k) contribution matching in the U.S. to 6% to align with industry norms and expanded our mental health and well-being benefits (see more detail in the accompanying chart). We routinely review our benefits offerings to ensure we are supporting colleagues in all life cycle stages and support the needs of minority groups, such as the LGBTQ+ community, colleagues with disabilities, and others. Details regarding regional benefits can be found on [page 69-70](#).

To learn more about the benefits that support our colleagues, visit meetus.beigene.com.

BeiGene Program	Details
EAP – Employee Assistance Program	Program provides work-life and mental health resources for colleagues, including free therapy sessions for colleagues and family members.
Modern Health	Platform offers mental well-being resources such as coaching and therapy, on-demand self-help, and community education and forums. Colleagues and eligible family members have access to six coaching and six therapy sessions per year. This access is virtual and readily available.
Headspace	App provides resources for mindfulness, meditation, sleep, movement, and more, including navigation to individualize the experience.
Virgin Pulse	Platform allows colleagues to engage in activities and fitness programs through company-wide challenges with gamification for reward opportunities.
ThrivePass	Program provides two types of benefits: the Lifestyle Spending Account allows colleagues to get reimbursed for a variety of expenses related to health and wellbeing; the Tuition Reimbursement program allows for reimbursement for courses relating to one's career.
Carrot	Program provides help and monetary support for family forming, planning, and hormonal health, meant to meet colleagues at every stage of life.
Care.com	Platform supports colleagues by connecting them with trusted care providers for their children, seniors, and pets. Some countries allow for a back-up care subsidy.
AccessHope	Program provides access to cancer support services for colleagues and family members, including expert second opinions on treatment plans and guidance through treatment to ensure success.

*Programs may vary by region

All colleagues receive annual performance reviews, including peer reviews, 360 reviews, and managerial reviews. These are opportunities for colleagues to reflect on their contributions and achievements and receive corresponding performance incentives. We also offer additional incentives for high-performing, high-potential colleagues. For instance, colleagues at all levels are eligible to receive additional cash and/or stock awards for making contributions that are business-critical to the success of BeiGene. For unique one-off, business-critical situations, the CEO can grant an equity award to high-performing, high-potential talent. In 2023, 70 equity awards were granted under our CEO Key Contributor program.

In 2023, our median employee compensation was \$77,568, including annual base pay, an annual target cash incentive opportunity, and grant date fair value of equity awards granted in the same year. Our CEO Pay Ratio for 2023 was approximately 244:1, as determined in accordance with the rules of the U.S. Securities and Exchange Commission (SEC).

BeiGene is firmly committed to equal pay for equal work. As a pay-for-performance company committed to pay equity, we embed policies, principles, and practices of equity and inclusion across our processes, employee life cycle, and culture. Consistent with our BeiGene promise statement, we fairly compensate our colleagues based on the work that they perform.

BeiGene is committed to conducting internal pay equity reviews every two years in the U.S. We are proud that our analysis of data revealed no systemic pay equity issues in the U.S. As our headcount grows, we will conduct pay equity audits compliant with local legislation and continue to review our processes to ensure all global colleagues are paid fairly and equitably. For example, in France, we are required to assess and report an index on gender equality in the workplace. For 2023, we scored a 98 out of 100, which is above the national average score in France.



Modern Health – A Better Mental Health & Well-Being Benefit

In February of 2023, BeiGene added the Modern Health platform to the company's benefits portfolio. Modern Health provides BeiGene colleagues with a full range of mental health and well-being solutions, including quick access to therapists, mental health and life coaches, and self-driven well-being programs and tools. Colleagues and their family members have up to six free therapy sessions and six life-coaching sessions. These sessions can be used for any professional coaching that supports mental well-being, from productivity to public speaking to career expansion. The platform's programs and tools also allow for community formation, with forums within the platform helping members support and encourage one another. BeiGene has seen great success and received positive feedback on Modern Health⁷.

⁷ Modern Health is offered globally, with the exception of China, where the platform is not yet available.

Career Development

As our workforce levels have stabilized following a period of rapid growth, we have shifted our focus to personnel development and leadership growth. In 2023, we increased opportunities for colleagues to acquire valuable skills, grow in their roles at BeiGene, and build their career paths for the future.

Development Planning

BeiGene encourages all colleagues to set professional development goals and work with

their managers to craft plans to reach those goals, including on-the-job training and formal educational opportunities. As part of a global effort to align our colleagues' potential with the company's mission and values, BeiGene launched our Global Competencies at our first Development Week in August 2023. Our Global Competencies stem from our four core values, building a common language around how we work and connect with others across all levels, regions, and functions. They set a standard for what colleagues can expect from leaders, what colleagues should strive for in their own work, and a platform on which to define development and success at BeiGene.

We encourage all colleagues to draft an Individual Development Plan (IDP) in collaboration with their managers through our online development platform, Workday, which focuses on their professional development goals. We encourage our colleagues to direct most of their development hours to their own development priorities. The introduction of the Global Competencies gave our colleagues the ability to assess their gaps and seek feedback from others through Workday to identify areas for improvement. We believe that more frequent informal feedback opportunities throughout the year enhance colleague progress and individual career development.

We also made strides in leveraging our internal talent pool to fill open positions at BeiGene. In 2023, the percentage of positions that were filled by our current colleagues increased by three basis points. This improvement not only enhanced opportunities for career advancement within the company, but it also strengthened our organizational capabilities by leveraging the existing talent's institutional knowledge.

Education & Training Opportunities

As BeiGene expands, so do the professional development needs of our colleagues. We want every colleague, regardless of their level, to have the opportunity to learn, develop, and flourish at BeiGene.

Because we believe that development is not limited to just training, we follow the 70-20-10 model: 70% experience, 20% exposure, and 10% education by way of classroom training. While we offer a wide assortment of classes, managers and colleagues must also work together to apply the skills in the real world through exposure and experience outside of the classroom. With an emphasis on real-world application through our Global Competencies, our learning and development programs focus on building leadership capabilities, developing a culture of clear communication, and promoting effective teamwork across the organization.

In 2023, the talent development team launched BeiGene University (BGU), a unified training platform that allows the company to link all training platforms and offer personalized learning to our colleagues based on their positions and individual goals. In addition to our standard classes in the BGU catalog, the platform also facilitated over 170 customized team sessions globally on topics such as time management, design thinking, and storytelling. Additionally, BGU offers customized workshops focused on tools such as DiSC, LPI 360, and Five Behaviors of a Cohesive Team to build a common language and understanding and promote a culture of inclusion across our company globally.

To capitalize on these learning opportunities, managers work with their direct reports to identify relevant skills and knowledge essential to specific

Global Competencies

PATIENTS
FIRST

When we exhibit our values through our competencies, we help get more affordable medicines to more patients around the world

Fosters Teamwork
Provides and Solicits
Honest and Actionable
Feedback
Self-Awareness
Acts Inclusively

Collaborative Spirit

Demonstrates Initiative
Entrepreneurial Mindset
Continuous Learning
Embraces Change

Bold Ingenuity

Results-Oriented
Analytical Thinking/
Data Analysis
Financial Excellence
Communicates
with Clarity

Driving Excellence

roles and to pinpoint development opportunities for colleagues to grow in those areas. For many roles, training on topics like ethics, regulatory compliance, or environment, health, and safety (EHS) are mandatory, while others focus on general professional, management, or job-specific technical skills.

In 2023, we also kicked off our first global mentoring program. Our first cohort had 50 participants, and early success helped us grow to 158 participants in our second cohort. We plan to continue expanding the program in 2024. We also integrated our global electronic Learning Management System (eLMS) with Skillsoft, an on-demand learning resource that we launched in 2022. In 2023, more than 4,000 colleagues engaged in over 21,000 on-demand Skillsoft courses globally.

4,000+

colleagues engaged in over 21,000 on-demand learning and development courses in 2023

Leadership Growth

BeiGene also offers advanced leadership development programs for colleagues with high potential. In 2023, we launched LIFT (Leading Innovation and Future Transformation), a global cross-regional and cross-functional senior

leadership program. The 2023 pilot program included 23 participants who were nominated as Key Talents. The program began with a Virtual Kick-Off and Launch Pad to build community before participants attended an in-person, three-day session on Leading for Change, Leading for Growth, and Leading Yourself & Others. Throughout the three days, participants identified organizational opportunities and challenges and built cross-functional and cross-regional working teams. Afterward, these teams continued to work in six-week sprints to develop solutions to the challenges they identified, and pitch proposed solutions. Sprint Sponsors (BeiGene Executive Committee Members) provided advice and support while expert consultants offered coaching and led learning webinars. Participants benefited from the blended experiences of learning, practicing, sharing, and networking.

The goal of this program was for participants to broaden their view of the organization, enhance strategic thinking, reinforce capability in facilitating cross-functional and cross-regional collaboration, and be better prepared to face challenges and greater responsibility when leading BeiGene's future growth. For more about leadership development, see [Succession Planning, page 52](#).



BeiGene Hosts First Annual Development Week

In late August 2023, BeiGene held our first global Development Week. The week started with the formal launch of our Global Competencies and was packed with events, interactive sessions, games, and more, all tailored to each region. More than 3,200 colleagues joined the 72 virtual and in-person sessions around the world. The focus on professional, personal, and technical development covered a wide range of topics, including work-life balance, personal branding, leadership, and financial excellence. Most of the sessions were hosted by BeiGene colleagues, who were excited to share their experience and passion for their area of expertise. The event was an opportunity for our colleagues to take a break from their daily schedules and invest time in their career growth and personal development.

A Culture of Belonging

As a growing, global, innovative organization, our long-term success and ability to compete globally relies on building a culture and workforce that embraces diverse perspectives and experiences. This is what enables us to innovate and achieve breakthroughs for patients.

“I am proud to join BeiGene's team at this pivotal moment in our growth. Our values and global reach allow us to draw from many experiences while continuing to ensure that equity and inclusion are at the center of our work moving forward. We're working tirelessly to leverage the diversity of our organization to drive clearly defined outcomes so that true health equity can be realized. When we do this, everyone in the organization makes better decisions, and we see better outcomes for the patients we serve.”

—Julius Pryor III,
Executive Director, Diversity &
Global Health Equity



GOAL

Reach global gender parity at the VP level and above by 2030

✓ Progress

- 38% of positions at the VP level and above are held by women

GOAL

Achieve a 50% improvement in workforce diversity (underrepresented groups) company-wide at management levels in the U.S. by 2030

✓ Progress

- Workforce diversity at management levels in the U.S. stayed consistent in 2023

GOAL

Continue to improve the composition of the Board of Directors for gender and U.S. under-represented groups by 2030

✓ Progress

- Efforts to enhance Board diversity are ongoing

As we continue to work toward our 2030 goals, we welcomed our new Executive Director of Diversity and Global Health Equity to lead our DEI&B strategy, support our global health equity strategy, and develop BeiGene into a diversity-mature organization.

Our DEI&B strategy, *Belong@BeiGene*, centers on bringing diverse voices to the forefront of our work and embedding inclusion in all aspects of BeiGene's operations. By building a culture that leverages diversity and equitable principles in all aspects of decision-making, we can drive clearly defined outcomes for both the business and our colleagues' well-being. Our strategy encompasses three areas:

1. **Workforce:** Advancing diversity maturity at BeiGene by strengthening our recruitment, development, retention, and succession programs and planning
2. **Workplace:** Shaping our culture to support everyone in bringing their authentic selves to BeiGene by activating company-wide programs and engaging colleagues to put forth new ideas
3. **Marketplace:** Advancing diversity and inclusivity in clinical trials and ensuring broad access to BeiGene medicines in underserved communities

We bolster these efforts with continuous input from our colleagues through individual feedback and corporate functions, such as our IDEA Councils and

our engagement surveys. In 2023, the Global IDEA Council, our employee council for the advancement of DEI&B at BeiGene, was relaunched as two geographically separate IDEA Councils, one for China and Asia Pacific and another for the Americas and Europe. This split allowed for the inclusion of more colleagues on each individual council and an opportunity to focus each council's efforts on geographically specific needs and goals.

The IDEA Councils continue to organize and support our Coffee & Conversations programming—an important platform for open, honest conversations that allows colleagues to share information and personal experiences around DEI&B-related topics. In 2023, Coffee & Conversations topics included Intersectionality, Defining Health Equity, Challenges in the LGBTQ+ Community, Innovation & Change Management, and Health Care Challenges in the Hispanic community. We also launched unconscious bias training to build understanding and awareness about the impacts of bias on our colleagues.

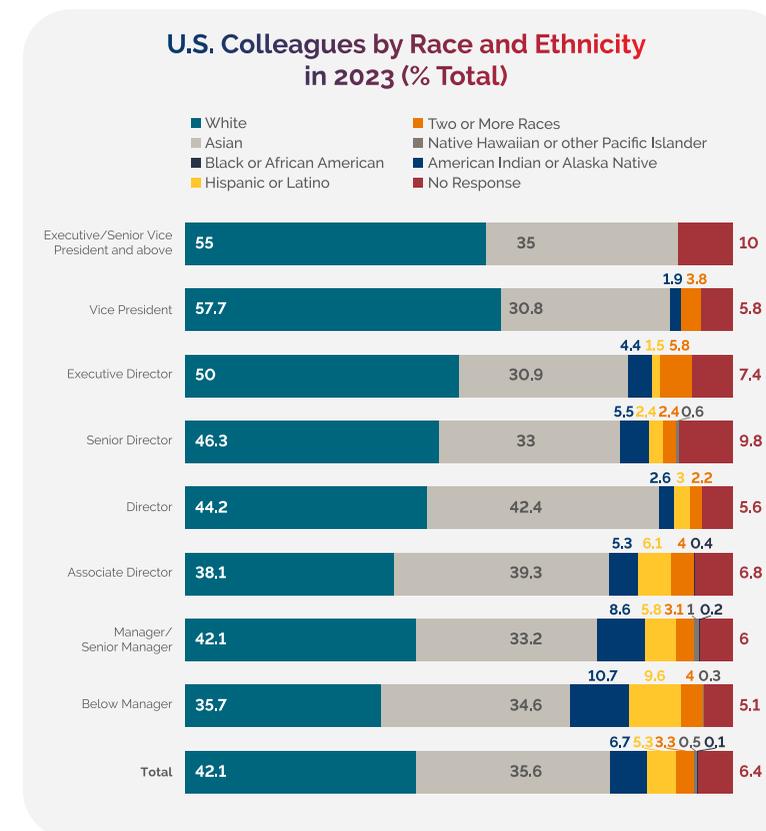
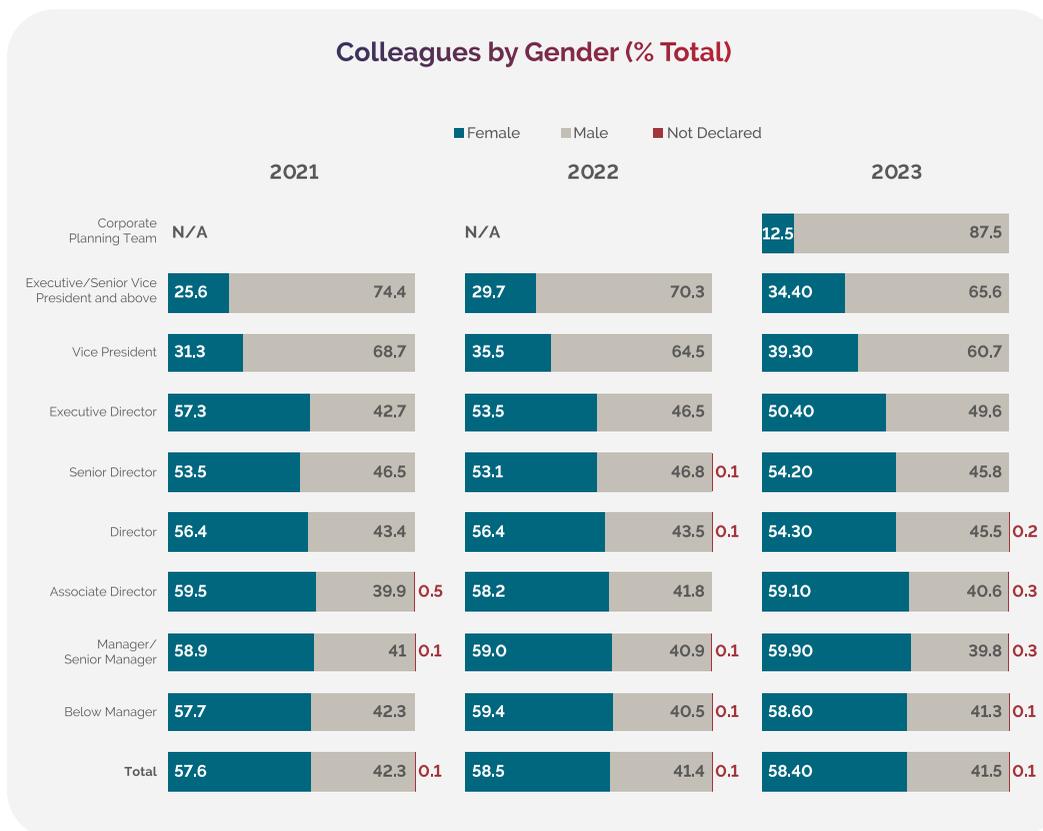
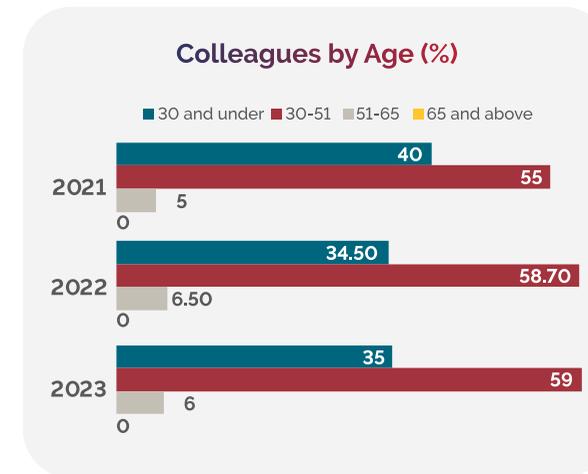
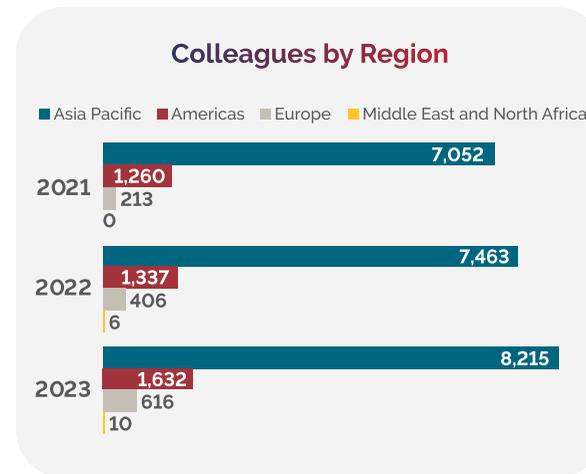
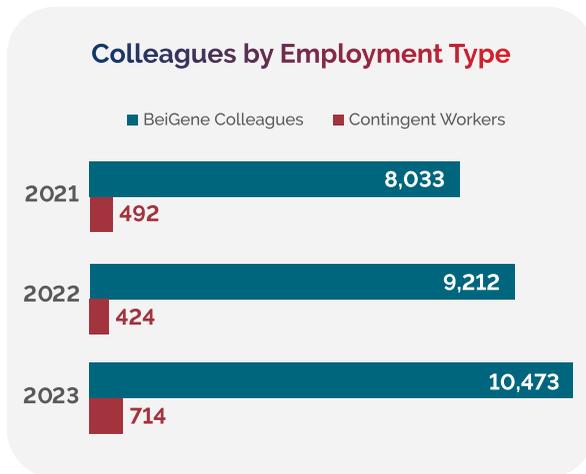
To further inclusion and belonging, BeiGene plans to launch our first Business Resource Groups (BRGs) in 2024. We have already established steering committees for African American/Black, Hispanic/Latino, and Women's BRGs and plan to add additional groups for colleagues with disabilities, veterans, and LGBTQ+, among others. We also hosted the first BeiGene Annual Women's Summit in March 2024 where we announced the launch of our women's BRG.

In 2023, we maintained gender parity at all levels of the organization below Vice President and made great strides in increasing women's representation in leadership. At the Vice President level and above, we saw the percentage of women increase from 33% in 2022 to 38% in 2023. Additionally, the percentage of total U.S. colleagues identifying as members of under-represented groups increased to 55%, in comparison to 52% in 2022.

As our current plans for 2024 include slowing the hiring trajectory BeiGene has experienced in recent years, we anticipate that progress on our diversity objectives will be minimal the next reporting period.

38%

of colleagues at the level of Vice President and above identify as women, up from 33% in 2022



Employee Volunteerism

Our colleagues believe in our mission to create change in the world, and they carry this belief into the communities where we live and work, offering impactful support around the globe. BeiGene promotes these efforts to support our communities and patients and was proud to launch both our corporate foundation as well as our global volunteer program in 2023.

Employee Volunteer Program

BeiGene encourages colleagues to share their passions and lend their volunteer support to programs that positively impact the quality of life within their communities. In 2022, we piloted a new employee volunteer initiative in the U.S., allowing colleagues to take a paid day off to volunteer for a personal cause. At the beginning of 2023, BeiGene expanded this volunteer paid time-off policy to all colleagues around the world.

In July 2023, Be the Change, a global employee volunteer platform, was officially launched with BeiGene's President and Chief Operating Officer, Dr. Xiaobin Wu, as the executive sponsor. Through the Be the Change platform, colleagues learn about local and national community partnerships, create or register for volunteer opportunities, and record volunteer hours.

In 2023, we set a goal for our colleagues to donate 10,000 volunteer hours globally. We are proud to say that we surpassed this ambitious target, logging over 20,000 volunteer hours in support of local initiatives. BeiGene colleagues participated in charity walks, community cleanups, food drives, and many other volunteer opportunities to reach this achievement.

GOAL

Engage colleagues in 10,000 hours of global volunteerism by 2023

✔ Progress

- BeiGene colleagues engaged in over 20,000 hours of volunteer service globally in 2023

🎯 New Goal

- Engage colleagues in 10,000 hours of global volunteerism in 2024, with a stretch goal of 20,000 hours

GOAL

Expand volunteer paid time-off policy globally in 2023

✔ Progress

- Volunteer paid time-off policy was expanded to include all global colleagues



BeiGene Netherlands Fishes for Waste in the Amsterdam Canals

In 2023, the BeiGene Netherlands team came together to meaningfully give back to their community by cleaning the Amsterdam canals of plastic and glass bottles. Partnering with Te Plastic Whale, the BeiGene Netherlands team boarded a small boat to collect plastic items, tin cans, bottles, and many other unusual objects from the canals, working together to work toward plastic-free waterways. This volunteer event closely aligned with our Responsible Business & Sustainability priorities, furthering our progress toward environmental sustainability and engaging more colleagues in volunteer-based actions.

Health & Safety

BeiGene considers the health and safety of all our colleagues a top priority. In 2023, we hired a new leader to oversee EHS globally for all our non-manufacturing and non-R&D facilities and established a global EHS standard strategy across our laboratory, clinical trial, manufacturing, and office settings to ensure safety and standardized EHS expectations for all colleagues.

Our EHS system and strategy were established in alignment with ISO14001 and ISO45001 standards. To address both international regulatory standards in our work, we developed several EHS programs and trainings. In China, each manufacturing and laboratory site participated in training to improve colleagues' awareness, knowledge, and safety capacity. The training for colleagues at individual sites covers the EHS-related topics needed to manage site-specific EHS issues, such as risk assessment, confined space entry, lockout and tagout management, contractor management, incident management, and practices to reduce site operation risk, and offers a methodology for how to build a safer and healthier workplace. Some site-specific actions include:

- ✦ In our Shanghai Lab, we established more stringent management around toxic chemical use. All scientists are required to wear a video recorder when working with chemicals to avoid accidental chemical loss

- ✦ At our Biolsland Campus, we established an EHS committee consisting of the site head, department head, and key colleagues from each department to maintain a robust and effective EHS management system within the location
- ✦ In our Suzhou manufacturing facility, we eliminated the use of acetylene gas in the QC lab to reduce operational risks
- ✦ In our Suzhou manufacturing plant, we conducted regular health and safety risk assessment reviews to make sure our control measures were effective and to create a safe working environment for colleagues
- ✦ Both Suzhou and Guangzhou manufacturing facilities obtained the ISO45001 certificate in 2022

As part of our EHS strategy rollout and improvement, we also launched MyEHS, a digital EHS system, to centralize EHS data collection and analysis, including reporting incidents, unsafe situations, or conditions; requesting investigation; managing permits; and tracking environmental and safety index management. To mitigate heavy equipment injury accidents, we also implemented Good Save in individual sites—a reporting program that engages colleagues in driving EHS culture.

In 2023, all biosafety laboratories enrolled in the Health Authority and obtained P2 permits. Additionally, we maintained a biosafety program

to meet biosafety requirements for all related operations, which included an oversight committee, biosafety SOP, biosafety risk pre-assessment, emergency response protocols and drills, equipment maintenance plans, and biohazard waste disposal procedures and training to ensure safe handling of biological agents. In our Shanghai Lab, everyone who needed entry to a P2 lab received additional special biosafety training and was approved by the lab. At the Biolsland Campus, the laboratories were equipped with special biosafety management personnel. We also organized three cross-site training courses on biosafety to share best practices between our locations and teams.

Across our manufacturing and laboratory facilities, BeiGene's total incident rate for 2023 was 0.05, with a lost time incident rate of zero. BeiGene did not experience any work-related fatalities, had only one recordable accident, and no lost workdays due to incidents in 2023.

0.05

total incident rate

Zero

fatalities or lost workdays

Beyond directly improving safety performance in our manufacturing facilities and laboratories, we also organized various EHS activities across these sites in 2023 to support our robust safety culture. This year, the Beijing and Shanghai laboratories held celebration activities to honor reaching 1,937,992 safe working hours; Guangzhou manufacturing celebrated 1,613,858 safe working hours; Suzhou's manufacturing facility celebrated 743,756 safe working hours; and the Biolsland Innovation Center celebrated 175,776 safe working hours. The Suzhou plant also held a Health Week that included several safety scenario practice exercises and a health workshop to promote healthy behavior for both personal and work life.



Both Beijing and Shanghai's laboratories celebrated **1,937,992 safe working hours**

Guangzhou's manufacturing facility celebrated **1,613,858 safe working hours**

Suzhou's manufacturing facility celebrated **743,756 safe working hours**

Biolsland Innovation Center celebrated **175,776 safe working hours**

Innovating Sustainably

As a company focused on improving health and increasing health equity, minimizing our impact on the earth's life-sustaining systems is a key aspect of our sustainability commitments. We particularly recognize our role in addressing climate change, as the negative impacts of a warming climate correlate to increases in disease rates, including some forms of cancer, and could disrupt our operations and delivery of critical therapies for our patients. By working to mitigate these impacts and build resilience to future disruptions, we are enhancing our ability to continually provide life-saving medications to people around the world while safeguarding our business growth now and into the future.

In this chapter, we share our approach to:

- 2023 Goals & Progress →
- Our Climate Governance →
- Our Climate Strategy →
- Our Climate Risk Management →
- Our Climate Metrics →

Innovating Sustainably

- Climate & Environmental Impact
- Product Stewardship



2023 Goals & Progress

GOAL

Set a quantitative Scope 1 and 2 emissions goal by 2024

✓ Progress

- On December 18, 2023, together with our Responsible Business & Sustainability (RB&S) Working Group, we announced our first quantitative emissions reduction goal. This newly established target is to reduce Scope 1 and Scope 2 emissions by 25% per unit of internally manufactured commercial products by 2026 (with 2021 as a baseline).

GOAL

Set a quantitative Scope 3 emissions goal by 2025

✓ Progress

- We have now completed a Scope 3 global footprint analyses for 2021, 2022, and 2023. These assessments have offered increasingly greater data quality and completeness and have laid the groundwork to meaningfully engage with our most impactful direct suppliers in 2024.

GOAL

Develop a global product stewardship program

✓ Progress

- A gap analysis was launched in the first quarter of 2024 to develop a formal product stewardship strategy and statement. The project will consider several factors, including opportunities to minimize the use of resources such as energy and packaging materials in the development and distribution of our medicines and to introduce green chemistry principles in our production.



“Reducing our environmental impacts is more important than ever and closely aligned to BeiGene’s focus on improving human health and the health of the planet. We maintain clear responsibility for climate-related issues at the Board level and ensure that climate risks and opportunities are adequately considered in the company’s strategic decision-making. This commitment starts at the top, and we are committed to making Responsible Business & Sustainably an ongoing priority.”

—Alessandro Rivas,
Board of Directors





Our Climate Governance

BeiGene has assigned responsibility for climate-related issues at the Board level through the Board's participation in the Responsible Business & Sustainability (RB&S) Working Group. In early 2023, the working group reviewed and approved BeiGene's climate risk assessment and strategy and, later in the year, approved the first quantitative emissions Scope 1 and 2 reduction target. This has set the tone from the top regarding BeiGene's commitment to addressing its impact on the environment, as well as the risks and opportunities the company faces due to climate change.

BeiGene also regularly reviews compliance with current sustainability-related regulations and disclosure requirements and keeps abreast of changing reporting expectations and mandates, particularly those forthcoming in Europe. A concise compendium and summary of new and upcoming climate-related regulations focusing on key markets were shared with the RB&S Working Group in Q1 2024. We recognize the need for more robust policies and regulations aimed at reducing greenhouse gas emissions, water pollution, and other environmental impacts at the local, national, and international levels, and we view them as an opportunity to strengthen our policies and practices to further advance our climate-related progress. For more information on our RB&S Working Group, please see [Responsible Business & Sustainability Governance, page 51](#).

Our Climate Strategy

As the impacts of a changing climate are becoming more apparent around the world, this global challenge presents both risks and opportunities to the success and long-term sustainability of our business. BeiGene's plans to build additional facilities and expand production in the short term could increase our exposure to climate-related risks as energy costs rise, carbon pricing is introduced, and compliance expectations increase, potentially putting pressure on our financial standing. Climate risks may also disrupt our manufacturing, research and development, and upstream and downstream activities by increasing raw material and transportation costs, threatening facilities with extreme weather events, and altering the availability of biologics critical to anti-cancer drug discovery.

However, a changing climate also presents opportunities for BeiGene to build our resiliency and reputation. Over the next few years, the choices we make to address climate challenges could guide the company's transition toward more sustainable and less expensive energy sources, help us optimize our procurement practices and increase supply chain reliability, and accelerate the transition away from raw materials that may become increasingly expensive or scarce in a warming climate. Likewise, BeiGene's response to these risks could attract new investors and further our stakeholders' loyalty and trust while enhancing our reputation as a company focused on becoming a leader in corporate climate citizenship.

To measure and mitigate our climate-related risks and capitalize on key opportunities to strengthen the business, BeiGene has developed a three-phase climate strategy:

1. Understand our baseline impacts and conduct risk assessments
2. Integrate and operationalize findings to develop mitigation plans at the enterprise level
3. Set goals while continuing to ensure alignment with relevant regulations and the needs of our business and stakeholders

Phase 1: Baseline Impacts & Assessment

Initiated in 2022, the first phase of this strategy included an inventory of our Scopes 1, 2, and 3 greenhouse gas emissions and a Taskforce on Climate Related Financial Disclosures (TCFD)-aligned assessment of the climate-related risks and opportunities across our operations. This assessment evaluated over 90 BeiGene owned and operated offices, warehouses, and production facilities across the globe, utilizing high-resolution climate forecasts provided by Jupiter Intelligence. Each asset was rated for its overall exposure to ten acute and chronic climate hazards—including sea level rise, extreme weather events, and wildfires—which resulted in exposure scores.

Surveys, interviews, and workshops were also conducted with internal stakeholders to further

their understanding of climate impacts, incorporate their business area expertise into the analysis, and validate the findings. This process determined which climate risks or opportunities would be most material to BeiGene over three timeframes: Short (present–2030), Medium (2030–2040), and Long (2040–2050). The assessment also included the development of two climate scenarios—High Carbon and Low Carbon—to evaluate risks and opportunities that could emerge in both. In the “Low Carbon” scenario, ambitious steps are taken, including policy implementation and technology deployments, that

significantly mitigate the impacts of climate change and keep global warming to levels that avoid the most significant impacts of climate change. In the second “High Carbon” scenario, decarbonization continues at its current pace, which is insufficient to avoid the dramatic impacts of climate change.

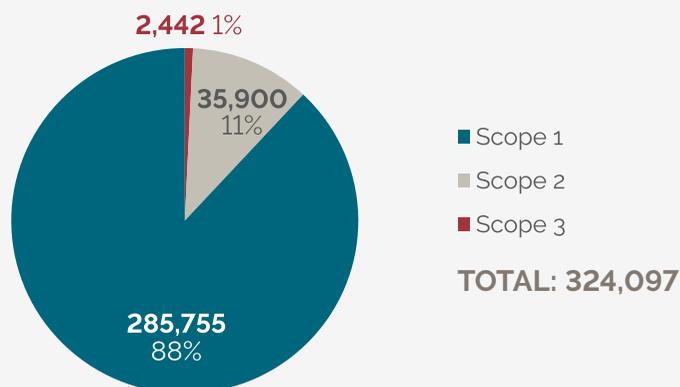
The results of this assessment identified and prioritized the top six risks and opportunities that BeiGene may navigate in the coming years under each scenario, informing our risk management decisions and our financial and strategic planning.

Risk Exposure (2030)

Type	Risk/Opportunity	Critical Timeframe	High Carbon	Low Carbon
Risk & Opportunity	Optimize procurement practices for emissions reduction	Short	Medium	High
Risk & Opportunity	Expectations and mandates to comply with increasing climate-related policies	Short	Medium	High
Risk	Attracting & retaining talent through sustainability commitments and advancement of broader ESG goals	Short	Medium	High
Risk & Opportunity	Investor & institutional stakeholder expectations on managing climate-related impacts	Short	Medium	Medium
Risk & Opportunity	Cost of energy sources (fossil fuels)	Short	High	Medium
Risk	Extreme weather impacts (e.g., wind, severe storms) on production facilities	Short	High	High

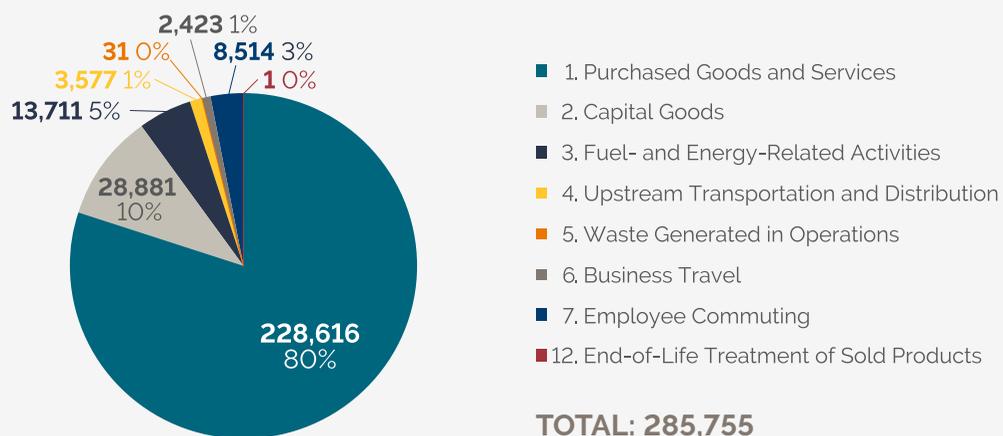
GHG Emissions: 2021 Baseline

Tonnes of carbon dioxide equivalent (MT CO₂e)¹



Scope 3 GHG Emissions Breakdown: 2021 Baseline²

Tonnes of carbon dioxide equivalent (MT CO₂e)



¹Market-based emissions.

²The following categories were deemed not applicable to BeiGene: 10. Processing of Sold Products, 11. Use of Sold Products, 13. Downstream Leased Assets, 14. Franchises, and 15. Investments. Category 9. Downstream Transportation & Distribution is deemed de minimis and thus not included. Category 8. Upstream Leased Asset was not included in this 2021 baseline, as WPS facilities were accounted for under Scope 1 and 2. Going forward, these facilities will be accounted for under Scope 3 as they are leased and BeiGene does not have direct operational control.

Phases 2 & 3: Integration, Mitigation & Goal-Setting

The next phases of the strategy implementation include a commitment to establish formal emissions reduction targets, develop mitigation plans, set goals, and integrate climate-related risks and opportunities into our Enterprise Risk Management (ERM) process. It also includes identifying changes in the regulatory landscape and integrating those findings into our operational and strategic planning. In 2023, we launched these integration and mitigation processes, transitioning strategy implementation into a cross-functional effort that brought teams across the company together to chart a path forward, and began setting our emissions reduction goals.

BeiGene is constantly striving to improve the data and methodology we use to calculate our scoped emissions. Because of this, we have chosen to restate our 2021 Scope 3 emissions as our internal improvements surrounding spend data taxonomy resulted in more accurate emission factors being applied to our purchasing categories. This updated taxonomy was utilized in 2022 and 2023 data, allowing for a more consistent assessment of emissions by spend category year over year.

Scope 1 & Scope 2 Reduction Strategy

GOAL

🎯 New Goal

- Reduce our Scope 1 and 2 emissions by 25% per unit of internally manufactured commercial product by 2026 (with 2021 as a base year)

To determine an appropriate goal for reducing Scope 1 and 2 emissions, we engaged in two key initiatives in 2023: conducting energy audits at multiple facilities and researching options for increasing renewable electricity in our energy supply. Based on the detailed data collected, we then developed a Scope 1 and 2 emissions reduction target with a high level of confidence and secured executive and Board-level alignment with our goal through the approval of the RB&S Working Group. This climate goal was developed to support our ongoing process to make our operations more energy and carbon efficient and to lay the groundwork to ramp up our efforts beyond 2026. We based our emissions metrics on production intensity rather than an absolute target to accurately represent our emissions-reduction progress as our business continues its rapid growth trajectory.

Energy Audits & Implementation

To identify the most effective pathways for reducing energy consumption in our operations, we worked with an independent consultant to evaluate our latest Scope 1 and 2 footprint data and identify which

facilities generated the highest level of emissions. As not all facilities are owned by BeiGene, the selection process focused on top-emitting sites most likely to remain in our portfolio in the coming years.

Through these audits, we identified energy efficiency and carbon reduction opportunities across four facilities and are now in the process of prioritizing projects and creating site-specific action plans for implementation. Most opportunities were focused on optimizing systems, controls, and environmental settings since three of the facilities are new and not yet in need of equipment upgrades. Other projects involved installing heat recovery equipment and replacing inefficient HVAC systems. Identified measures were projected to reduce emissions immediately and offer financial benefits in the near term, with an estimated average of two years or less return on investment across the sum of all identified projects.

Renewable Energy Projects

In 2023, we conducted extensive research in each of the markets where BeiGene has a prominent operational footprint to pinpoint viable options to increase our allocation of renewable electricity. This helped us determine the best approach to implementing renewable electricity strategies over the short and long term across the company globally as well as locally. In recognizing the rapid evolution of renewable technology, paired

with BeiGene's significant business growth, we developed a strategy that will evolve as our company grows and renewable markets mature.

To make our facilities more streamlined and sustainable as we grow and expand our operational footprint, our team is researching and pursuing options for generating renewable power on-site efficiently and economically. Already nearing completion, our flagship U.S. biologics manufacturing and R&D facility at the Princeton West Innovation Campus in Hopewell, New Jersey, has incorporated energy efficiency and renewable concepts in its design and construction, including accommodations to add a rooftop solar array in the future. This new campus will serve as an important prototype for our on-site renewable energy efforts going forward.

In parallel with these on-site renewable energy generation projects, we may also consider purchasing Renewable Energy Certificates (RECs) to further reduce the impact of our Scope 1 and 2 carbon emissions. Purchasing RECs would allow BeiGene to claim the environmental benefits of renewable power generated offsite, enabling us to move forward on mitigating our impact in operating areas, such as China, where the renewable energy market is still maturing. While we consider this an option, our primary focus is on energy efficiency and onsite renewable energy projects, which offer the greatest potential to mitigate our impact.

Scope 3 Reduction Strategy

GOAL

Set a quantitative Scope 3 emissions goal by 2025. To advance this goal, engage with top suppliers most likely to contribute to Scope 3 emissions

✓ Progress

- Completed Scope 3 global footprint analysis for 2022 and 2023
- Activating a supplier engagement program in 2024

In 2021, our baseline year of measurement, our Scope 3 emissions constituted 88% of our overall carbon footprint. Although this result fell within the industry norm, its outsized impact mandated a commitment to reducing these emissions. BeiGene thus established a target in 2022 to set a formal Scope 3 emissions reduction goal by 2025 and kickstarted initiatives to build climate capacity into our procurement function, further our engagement with suppliers, and evaluate potential cost-savings across the business, while also reducing our risks related to regulations or stakeholder pressure.

In 2023, we continued to make progress toward setting this goal through our supplier engagement program. Although we had previously proposed engaging two-thirds of our top suppliers based on 2021 spend data, we reevaluated this plan based on

updated business forecasts and evolving supplier spend to be more strategic with our supplier engagement efforts. Instead, our team identified the top suppliers most likely to contribute to our Scope 3 emissions in the coming years and shifted our engagement focus to this group. This targeted supplier engagement will further our collaboration with key suppliers and enable us to collect direct—rather than spend-based—data, enhancing the accuracy of our emissions calculations. As a result, this data will lead to more effective progress in tackling our Scope 3 emissions hotspots, while also serving as the baseline for setting our Scope 3 reduction goal by 2025. We have identified the following phases for program launch:

- ✦ Develop webinars and build materials to train the BeiGene procurement team on sustainability topics, including Greenhouse Gas Accounting, Target Setting, and Abatement. This phase launched in January 2024.
- ✦ Meet one-on-one with category managers to evaluate the status of their relationships with suppliers and align on how to best engage with them.
- ✦ Reach out directly to the top suppliers to hold collaborative workshops surrounding their climate programs and direct emissions data collection opportunities.

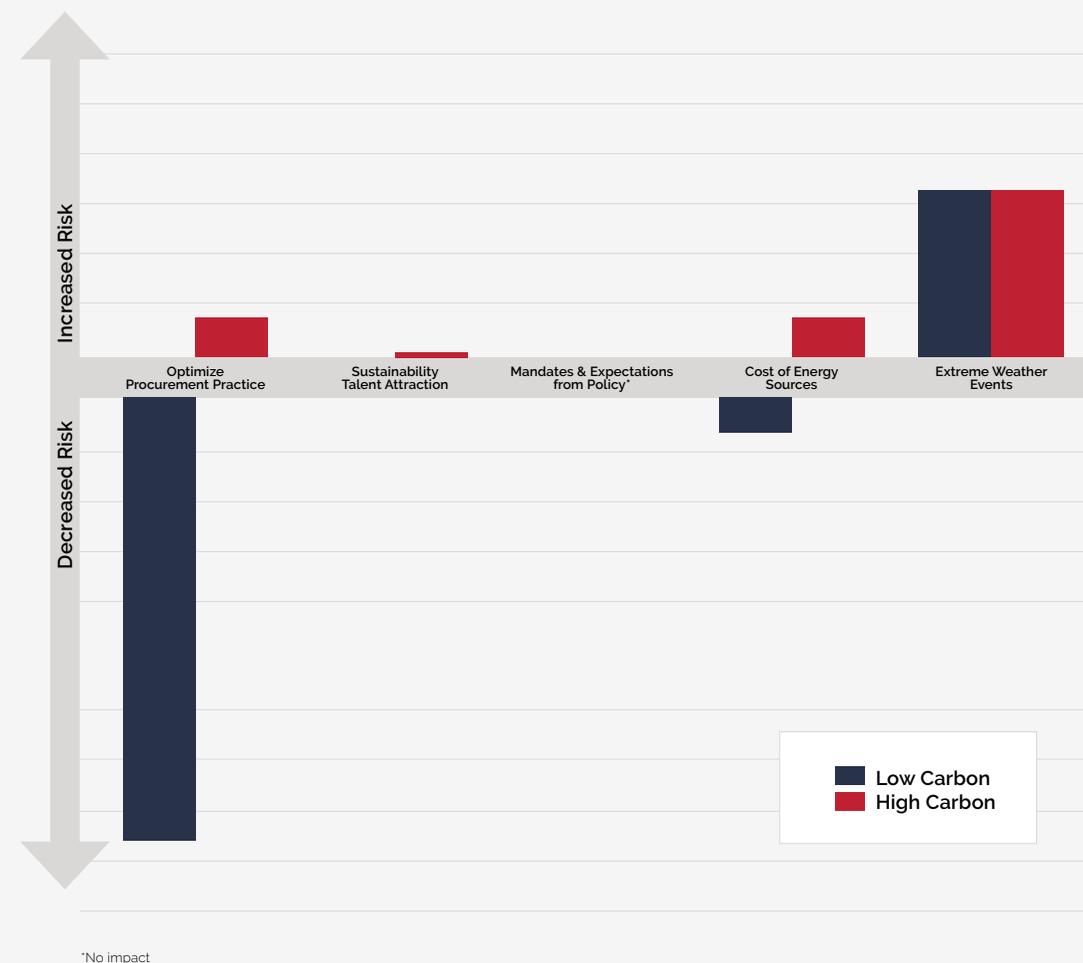
Our Climate Risk Management

In 2022, we engaged internal stakeholders to collect asset-related data and insurance information to determine the top six climate-related risks and opportunities at BeiGene. Following this groundwork, we began collaborating with our Enterprise Risk Management (ERM) team to integrate the climate-related risks and opportunities into the existing risk processes and governance structure. The overarching enterprise risk, "Climate Risk and Disclosure," was added to the risk register, housing the top six climate-related risks and opportunities identified in the 2022 climate risk assessment as sub-risks. As a part of this process, individual climate risk owners were identified for each of the sub-risks to secure buy-in on the risk mitigation plan template, develop mitigation activities, timelines, and budget allocations, and to enable the creation of an integrated risk overview for our enterprise. The process is informing our strategy for adapting

our operations and practices and furthering our contingency planning to build our resilience to identified climate risks. See [Enterprise Risk Management, page 53](#), for more information on our ERM process.

Predicting the financial impact of climate risks is complicated due to the interconnected nature of these challenges within the business and a lack of quantified public projections of transition climate risks along climate scenarios. Likewise, the potential positive impact of careful contingency planning is difficult to predict. As part of our climate risk assessment, we identified financial trends that may occur in each climate scenario, which will enable us to better understand and communicate potential impacts on our business revenue (see Unmitigated Financial Risk or Opportunity chart). We will continue to collect the data needed to further refine these financial projections to better inform our planning and decision making regarding our climate-related efforts.

Unmitigated Financial Risk or Opportunity (2030)



Our Climate Metrics

To deliver on our mission of bringing cutting-edge medication to patients around the world, BeiGene has continued to expand our global operations and production capacity over the past year. Between 2022 and 2023, our product volume increased 94%, with Guangzhou manufacturing's production of tislelizumab increasing 117% and Suzhou Manufacturing's production of BRUKINSA and pamiparib increasing 33%.

To uphold our commitment to innovating sustainably, we are continuing to refine our operations in order to continue this business growth responsibly. In 2023, initiatives to reduce our emissions, energy use, water use, and waste production per kg of commercial product met with further success, as shown in the accompanying charts.

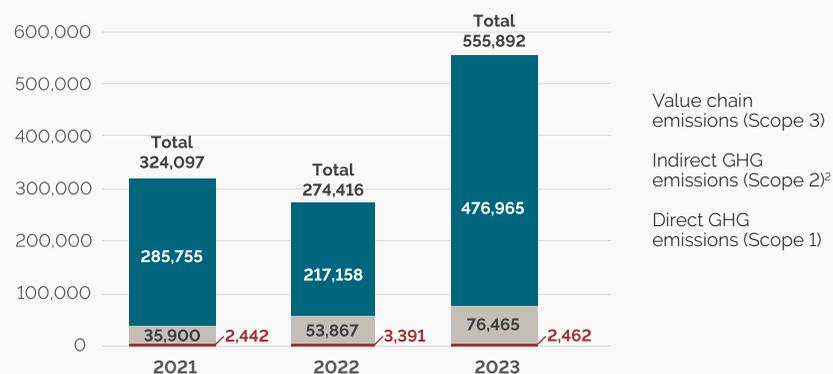
As a rapidly growing company, we recognize that our sustainability progress will differ from year to year, as we add facilities and continue to ramp up production. Thus, our ability to track and make progress on these fronts will rely on robust data. As our capabilities and access to data increase each year (particularly supplier-based data), we will continue to improve our methodology and accuracy in data collection and analysis, further enhancing our sustainability progress.

GHG Emissions

In 2023, BeiGene's Scope 3 emissions accounted for almost 86% of our total emissions, followed by Scope 2 at 14% and Scope 1 at less than 1%.

Although BeiGene's Scope 1 and 2 GHG emissions increased by 38% in 2023 over 2022 levels, the overall GHG emissions intensity per kilogram of internally manufactured commercial product decreased by 32% compared to our 2021 baseline due to the increase in production volume. In the Guangzhou manufacturing facility, in particular, despite a 30% growth in Scope 1 and 2 emissions, significant production increases resulted in a 40% decrease in Guangzhou's emissions intensity. Likewise, BeiGene's Suzhou facility experienced a 23% decrease in emission intensity despite a 3% increase in emissions.

GHG Emissions (tonnes CO₂e)¹



¹ Due to rounding, numbers may not sum to total.

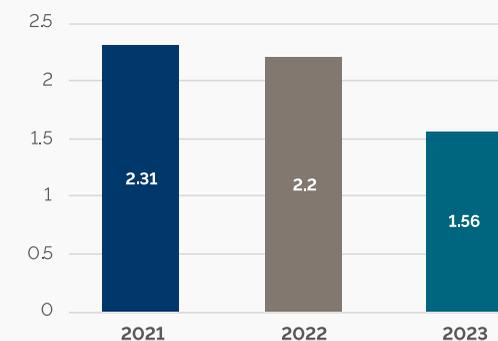
² Scope 2 emissions are market-based emissions.

³ Commercial product refers to net weight of commercial products, not including packaging.

Although the progress over this last year indicates that we have already achieved our 2026 Scope 1 and 2 reduction goal, the 25% reduction target took into account BeiGene's business plans (and future expansions) over the next several years, which could trigger increases in these emissions as new facilities come online. We will continue to focus on driving energy and carbon efficiencies across all existing and new facilities to remain on track and solidify our achievement of this target by 2026.

Compared to 2022, BeiGene's Scope 3 emissions increased by 120% in 2023, primarily due to a 79% growth-driven increase in spending in the Purchased Goods and Services category—which accounts for 70% of our 2023 Scope 3 emissions.

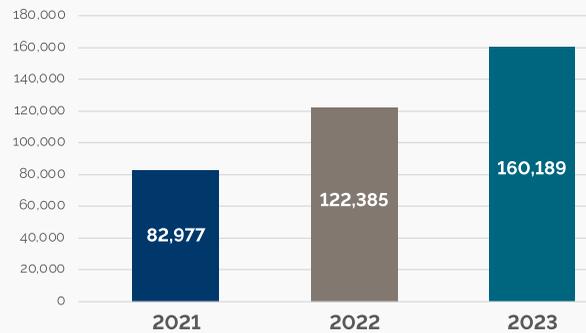
Scope 1 and 2 GHG emissions per kg of commercial product (tonnes CO₂e)³



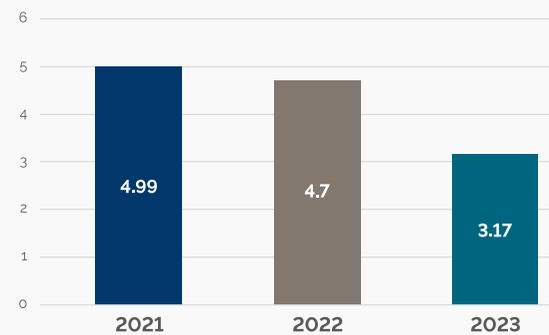
Energy Consumption & Intensity

In 2023, BeiGene's total energy consumption increased by 31%. However, when evaluated against the increase in production volume, our energy intensity decreased overall by 33%. Our reduction in natural gas consumption was a significant contributor to this decrease in energy intensity.

Total Energy Consumption (MWh)



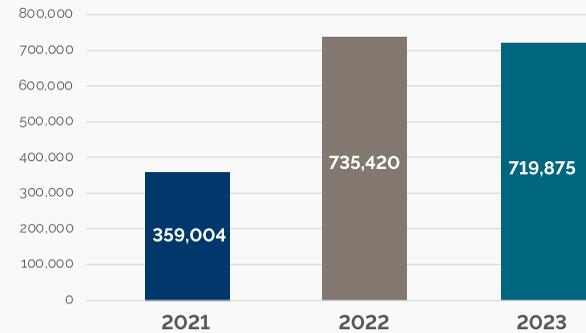
Total energy consumption per kg of commercial product (MWh/kg commercial product)²



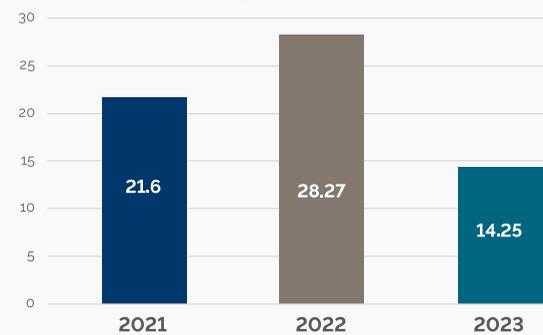
Water Consumption

In 2023, our company-wide water consumption intensity decreased by 50%, due to our water use remaining largely consistent with 2022 level despite our increase in production volume.

Total Water Consumption (cubic meters)¹



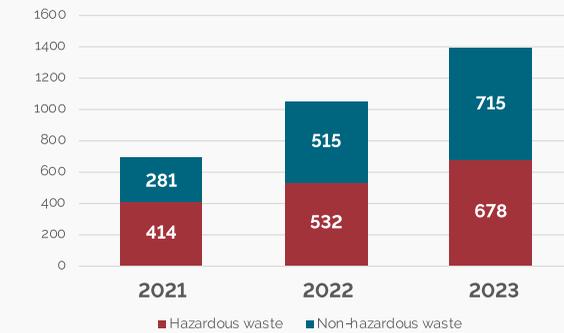
Total water consumption per kg of commercial product (cubic meters/kg commercial product)²



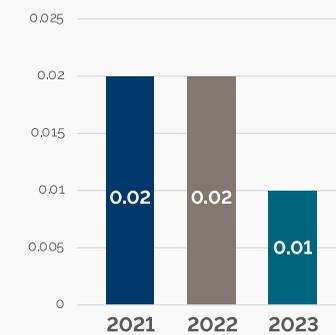
Waste

In 2023, BeiGene generated a total of 1,393 tonnes of waste, roughly an even split between hazardous and non-hazardous. Although the total volume of waste generated increased by 33% compared to 2022, our waste intensity also decreased by 31%. The increase in non-hazardous waste production was driven by newly added facilities and overall usage.

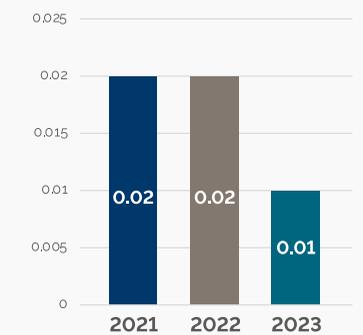
Waste (tonnes)¹



Hazardous waste per kg of commercial product (cubic meters/kg commercial product)²

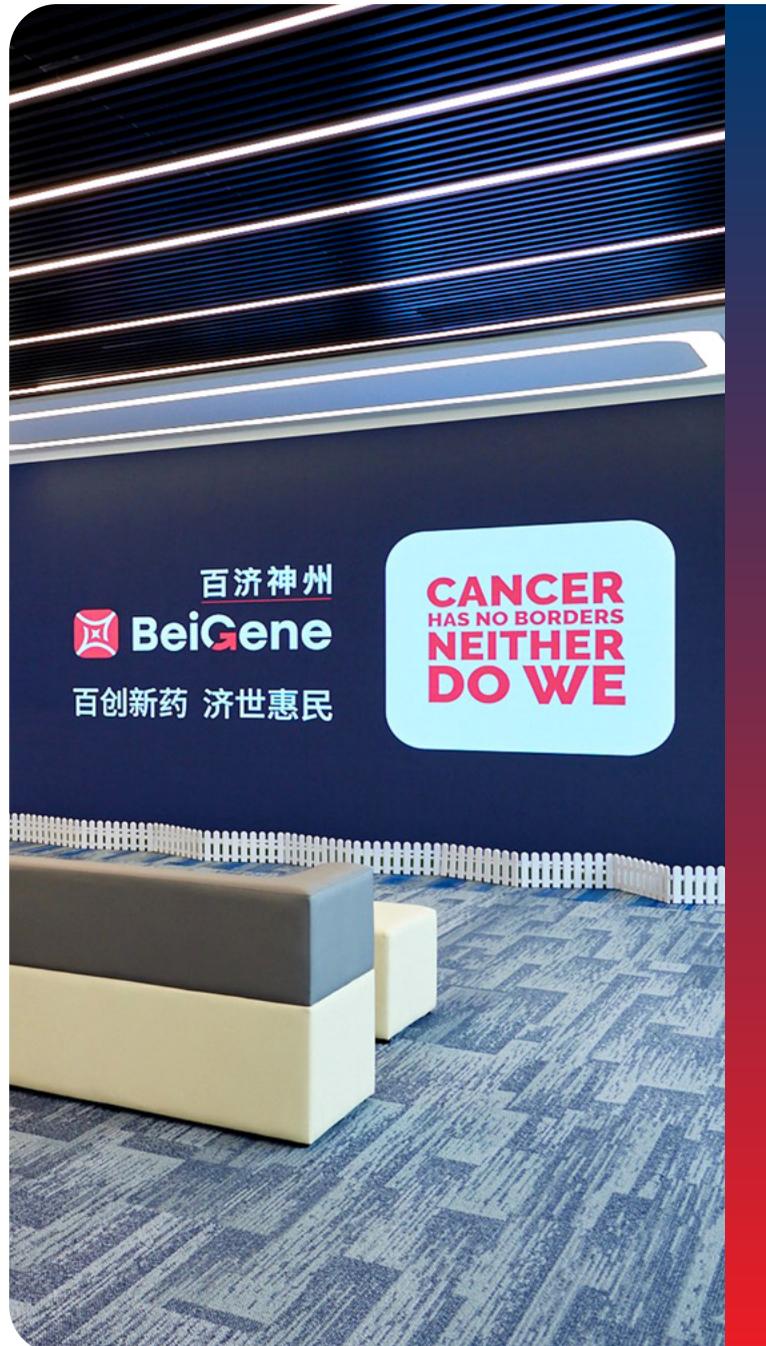


Non-hazardous waste per kg of commercial product (cubic meters/kg commercial product)²



¹ Global office data was excluded from these metrics.

² Commercial product refers to net weight of commercial products, not including packaging.



Our Operational Footprint

BeiGene has multiple R&D facilities and manufacturing facilities and maintains offices in several geographies to facilitate clinical trials and applications for approvals and reimbursements. Facilities currently in its portfolio include:



Beijing R&D

Over 19,800 m² R&D facility; a pilot scale (approximately 140 m²) manufacturing site for preclinical and clinical trial materials for small-molecule drug candidates; and a 38,000 m² research building under construction, expected to open in 2025



Shanghai R&D

Over 13,000 m² facility with a recently opened 2,375 m² research space



Taipei R&D

3,270 m² facility



Guangzhou BIC

41,000 m² Biolstrand incubator for new biotechnology businesses



Guangzhou Manufacturing

Approximately 158,000 m² state-of-the-art, commercial-scale facility for the manufacturing of large-molecule biologics, with an approved 24,000-liter capacity for commercial production



Suzhou Manufacturing

A 13,000 m² site, which includes over 8,000 m² of small molecule production capacity. Construction is underway on a new 50,000 m² campus that is expected to eventually expand small molecule manufacturing capacity to one billion tablets/capsules annually, which is ten times more than its previous capacity. Phase 1 of the construction project was completed in Q4 of 2023, which expanded production to 600 million tablets/capsules annually. The facility also produces candidates for clinical supply with a 2 x 500-liter capacity



Hopewell Manufacturing

A 37,160 m² commercial-stage manufacturing and clinical R&D campus that is currently under construction and expected to open in the summer of 2024

Operating Responsibly

Grounded in our mission and exemplified in our values, BeiGene works to build trusted relationships with all our stakeholders so that we can best support their needs as our business evolves and grows. We are committed to conducting our business activities with honesty, integrity, and transparency—a commitment that begins with our Board of Directors and extends to our colleagues, business partners, and suppliers.

In this chapter, we share our approach to:

Corporate Governance	→
Enterprise Risk Management	→
Our Policies	→
Product Quality Control Systems	→
Transparency Commitments	→
Responsible Procurement	→

Operating Responsibly

- Integrity, Governance & Risk Management
- Responsible Sourcing



Corporate Governance

Good governance is fundamental to the long-term success of our business. Our governance structure, policies, and commitments are designed to address the needs of our company, stakeholders, and patients and promote a responsible, transparent culture across each of our functions, regardless of global location. They also highlight our leadership and Board's commitment to our values and mission.

Our Board of Directors guides our business strategy and ensures we have strong leadership and appropriate oversight across our operations. Approximately 80% of the Board is independent, as determined in accordance with the rules of the NASDAQ Stock Market and HKEX. The Board is comprised of five independent board committees: (1) Audit Committee, (2) Compensation Committee, (3) Nominating and Corporate Governance Committee, (4) Scientific Advisory Committee, and (5) Commercial and Medical Affairs Advisory Committee. Four members of the Board also sit on the cross-functional RB&S Working Group, which provides oversight for RB&S strategy, progress, and goal-setting.

BeiGene maintains a [Board Diversity Policy](#) to enhance the diversity of our Board membership. Pursuant to the Board Diversity Policy, our Nominating and Corporate Governance Committee annually reviews the structure, size, and composition of the Board and, where appropriate, makes

recommendations on changes to the Board of Directors. In reviewing the Board composition, our Nominating and Corporate Governance Committee considers, among other characteristics, the nationality, ethnicity, gender, age, skills, expertise, and industry and regional experience of directors and nominees. Our Board is comprised of eleven directors, two of whom are female.

Recent Changes in Board Composition

In January 2024, BeiGene announced the resignation of Thomas Malley from the Board and the appointment of Olivier Brandicourt, MD. Dr. Brandicourt brings over 30 years of experience in the global pharmaceutical industry, including expertise in leading multinational growth companies during his tenures as CEO of Sanofi S.A. and Bayer HealthCare AG. He is currently a Senior Advisor at Blackstone Life Sciences and a director of Alnylam Pharmaceuticals, Inc., BenevolentAI S.A., and Dewpoint Therapeutics, Inc. He also serves as chair of the board of AvenCell Therapeutics, Inc. For more details, please see our latest [Proxy Statement](#).

Board Structure

Committee Composition

Name	Independent Director	Audit Committee	Commercial and Medical Affairs Advisory Committee	Compensation Committee	Nominating and Corporate Governance Committee	Scientific Advisory Committee
John V. Oyler ★						
Xiaodong Wang, Ph.D.						
Olivier Brandicourt, M.D.						
Margaret Han Dugan, M.D.						
Donald W. Glazer						
Michael Goller						
Anthony Hooper						
Ranjeev Krishana						
Alessandro Riva, M.D.						
Corazon (Corsee) D. Sanders, Ph.D.						
Quingqing Yi						

| = Independent Director

★ = Chairman of the Board

 = Chairperson

 = Member

Executive Leadership Team

Our expansive Executive Leadership team serves as the key connector across corporate functions, tying our processes to purpose and guiding our work to make the greatest impact while furthering our stakeholder interests and company mission. Our co-founders, John V. Oyler, CEO & Chairman of the Board, and Xiaodong Wang, PhD, Chairman of the Board Scientific Advisory Committee, have built a substantial team of individuals across five continents to lead our work.

The Corporate Planning Team sits at the top of our executive leadership structure and includes our Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, General Counsel, Head of Research & Development, Head of Human Resources, Head of Strategy & Corporate Development, and the Strategic Advisor and Special Assistant to the CEO.

The broader Executive Leadership Team, also known as our Executive Committee, is spread across six areas of the business: Corporate, Functional Leads, R&D, Commercial & Medical Affairs, Technical Operations & Supply Chain, and Corporate Affairs. As a global company looking to make a substantial impact in health equity and access to cancer treatments, we have been able to attract strong candidates at the top of their fields. Nearly 50% of this leadership team holds a PhD, MD, or both. Their talent and depth of experience have helped

drive our innovation and expansion as a company. We are committed to diversity in leadership, and currently, women represent approximately 30% of our Executive Committee.

Responsible Business & Sustainability Governance

As part of its normal course of business, the Board regularly participates in discussions on specific responsible business issues core to our business strategy, including efforts to expand access to our medicines and employee engagement activities. The Board also reviews progress against our broader strategy and goals at least annually, in addition to its review of our annual Responsible Business & Sustainability Report.

Given the increasing importance of responsible business and sustainability issues to both our company and external stakeholders, we established a dedicated RB&S Working Group. The working group is comprised of four Board members and 11 colleagues from different functions, including two members of the Executive Committee. The working group meets quarterly with BeiGene's Responsible Business & Sustainability team to review pressing topics and emerging issues. In early 2023, the working group reviewed and approved BeiGene's climate risk assessment and strategy and, later in the year, approved the first quantitative emissions reduction target.

Within BeiGene, the Responsible Business & Sustainability function is led by our Executive Director of Responsible Business & Sustainability, who works cross-functionally to identify opportunities for improvement and to further integrate BeiGene's RB&S strategy in each department. For longer-term projects that require

input from multiple disciplines, the company assembles cross-functional working groups. Recommendations from each working group are approved by functional leads and members of the broader executive team, before eventual approval by the Board.

Responsible Business & Sustainability Oversight

Board of Directors Responsible Business & Sustainability Working Group

Christine Riley Miller

Executive Director, Responsible Business & Sustainability

Ranjeev Krishana

Lead Independent Director

Corazon (Corsee) Sanders

Independent Director

Alessandro Riva

Independent Director

Anthony Hooper

Independent Director

Chan Lee

General Counsel & Corporate Secretary

Qing Nian

Assistant General Counsel

Michael Schoen

Strategic Advisor and Special Assistant to the CEO

Yan Qi

Head of Public Affairs, China

Beth Wensley

SVP, Head of Portfolio and Program Management

Chris Palermo

VP, Internal Audit

Michon Pinnix

VP, Corporate Development

Elaine Samuels

Associate Director, Communications, Europe

Lauren Ayala

Director, Responsible Business & Sustainability

Executive Sponsor

Shreya Jani

Senior Vice President, Corporate Affairs

Succession Planning

As BeiGene has matured and expanded over the last several years, we have focused on building our teams to meet increasing demands and prepare for our future. In 2022, BeiGene developed a global leadership succession plan, and all members of our executive leadership team received succession planning training. Board oversight on executive succession planning is handled by our Nominating and Corporate Governance Committee.

We are currently working with select talent to formalize Individual Development Plans (IDPs) focused on preparing our future leaders to step into new roles when needed. In 2023, we officially launched Leading Innovation and Future Transformation (LIFT), our global, cross-regional, and cross-functional senior leadership program. Additional details about our executive succession efforts are highlighted in [Empowering Our Colleagues, page 27](#).

Stakeholder Engagement

To ensure we deliver on our mission to build a next-generation global oncology company, we need to understand the needs of our many stakeholders.

Across the organization, our colleagues are interacting with and learning from various constituencies that have a vested interest in how we manage our business. Individual functions leverage insights from these interactions when creating their departmental strategic plans and when contributing to responsible business goals and program development. Our biennial engagement surveys and pulse surveys also serve as opportunities for our colleagues to engage and offer feedback to leadership.

Externally, BeiGene participates in numerous industry associations and professional networks relevant to our business. Participation in these organizations allows us to exchange information, offer and learn from best practices, and actively participate in the betterment of the industry.

To read about additional stakeholder engagement processes, see [Patient Engagement, page 18](#), [Patient Advocacy, page 25](#), and [Responsible Procurement, page 59](#).

Stakeholder Engagement⁸

Stakeholder	Key Methods of Engagement	Desired Outcomes
Our Patients, Caregivers & Healthcare Providers	<ul style="list-style-type: none"> Educational content, including videos, forums, and webinars Fact sheets Meetings Newsletters Website and online channels BeiGene's "Talk About It" Program Patient Advisory Boards 	<ul style="list-style-type: none"> Key learnings regarding challenges for each patient population Benefits our therapies may provide for patients, caregivers, and healthcare providers Innovation and collaboration on future treatments Trust
Patient Advocacy Organizations	<ul style="list-style-type: none"> Advocacy conferences Charitable contributions, sponsorships, and medical education grants Forums and advisory groups Meetings Patient insights into drug development Website and online channels 	<ul style="list-style-type: none"> Support, education, and resources provided to patients Better understanding of the unmet needs of our patients Prioritization of our patients' needs in order to improve oncology-related policies Incorporation of the patient voice into our R&D efforts Expanded advocacy for PAOs' diverse populations to improve healthcare access Patient transparency
Colleagues	<ul style="list-style-type: none"> Company town halls and events Coffee and Conversations Surveys Workshops and professional development courses Inclusion, Diversity, Equity, and Awareness (IDEA) Council Compliance/Whistleblower Helpline Performance reviews and management 	<ul style="list-style-type: none"> Retention of key talent Employee engagement Employee education and development Recruitment of diverse and high-quality candidates Employee satisfaction
Suppliers	<ul style="list-style-type: none"> Supplier Enablement Help Desk Online Supplier Network Webinars Workshops and meetings 	<ul style="list-style-type: none"> Innovation and collaboration Transparency Risk mitigation for variables such as extreme weather, geopolitical issues, or supply shortages Achievement of shared goals, such as environmental sustainability
Industry Groups & Professional Societies	<ul style="list-style-type: none"> Industry conferences Industry association meetings Medical education Professional networks 	<ul style="list-style-type: none"> Innovation through the sharing of challenges and best practices Education and awareness of emerging trends
Academic Institutions	<ul style="list-style-type: none"> Medical & academic conferences Relationships with academic medical centers Professional networks 	<ul style="list-style-type: none"> Innovation and collaboration Educational opportunities
Investment Community	<ul style="list-style-type: none"> Annual Reports and Proxy Statements Investor conferences Medical meetings Meetings/Events Other SEC filings Press releases and corporate updates Website and online channels 	<ul style="list-style-type: none"> Access to management Education Transparency
Government Policymakers & Elected Officials	<ul style="list-style-type: none"> Compliance program Quarterly disclosure report Engagement with industry trade associations and coalitions 	<ul style="list-style-type: none"> Education of policymakers and legislators Improvement of public policies for patients and innovators
Local Communities	<ul style="list-style-type: none"> Employee volunteerism Employee charitable giving Community support 	<ul style="list-style-type: none"> Employee engagement and satisfaction Support and resources for local businesses and community organizations

⁸ Our interactions with stakeholders are subject to local laws, regulations, and industry codes.

Enterprise Risk Management

BeiGene is deeply committed to our Enterprise Risk Management (ERM) practice and further development of our risk planning, including the dedicated oversight of risk assessment, management, and mitigation by our Head of ERM.

Starting in 2021, BeiGene committed to our general ERM methodology, which includes a risk assessment approximately every two years. Our risk assessment methodology includes the input of organization leaders and subject matter experts to identify new and ongoing areas susceptible to risk. Once identified, risks are weighed against impact, likelihood, and vulnerability and scored to create our risk inventory. We then develop an engagement plan to address each of these risks and the process for monitoring and mitigation follow-through. Additionally, as risks emerge or are identified during the cycle and between formal assessments, we perform individual assessments and develop and execute mitigation plans.

Each risk has an executive sponsor responsible for overseeing the engagement plan process and functional risk owners who address individual aspects of mitigation. The core ERM team meets on a weekly basis and connects with each risk owner at an established cadence to ensure mitigation plans are on track, with flexibility as needed, if issues arise.

The ERM Executive Committee meets quarterly—or more frequently if necessary—and validates mitigation plans and activities. The ERM lead reports to the Audit Committee of the Board quarterly with updates on issue progress and reports to the Executive Committee periodically as well.

In 2023, when the ERM team reassessed priority risk areas, they determined that additional risks needed to take precedence due to the company's expansion and development. In prioritizing the risk associated with climate change, the ERM team worked with the Responsible Business & Sustainability team to integrate climate risk into the enterprise-level risk management program. Additional details about our integration of climate and business risks can be found in [Climate Risk Management on page 45](#).

Our ERM program helps BeiGene mitigate and prevent corporate risk as well as foster collaboration across functions to address issues proactively and comprehensively.



“For rapidly growing companies, it can be hard to see risks across functions. Yet very few things happen in isolation, and handling risks on a siloed basis is not efficient for a global company. The expansion of our Enterprise Risk Management program have been significant for BeiGene in that it allows us to bring together teams globally and across functions to address risks holistically. It's been encouraging to see our teams recognize and take an active role as risk owners and work creatively to address them. The continued growth of our program speaks to our values as well—*Bold Ingenuity* in the face of risk and a *Collaborative Spirit* as we work toward solutions.

—Marc Polk

Head of Litigation and Enterprise Risk Management



Our Policies

At BeiGene, we are committed to ensuring ethical work in all aspects of our business. Earning the trust of our stakeholders by putting patients at the forefront, conducting business responsibly, and being open and transparent starts with our policies and procedures. We adopt industry-leading standards, partner with organizations that share our values, and support healthcare industry efforts and government policies that advance science, enhance medical innovation, and work to build health equity for patients around the world.

Business Ethics

Our [Code of Conduct](#) guides our daily interactions with one another and with our stakeholders—from our patients and their doctors to government regulators and our collaboration partners. We pursue our business objectives with integrity and respect and in compliance with applicable laws and regulations. Our Code of Conduct addresses issues, including compliance, interactions with healthcare professionals, anti-competitive behavior, conflicts of interest, confidentiality, and more. We continually promote a culture of integrity and ethical operations through new hires and regular trainings and maintain robust monitoring and reporting systems. Each year, colleagues are asked to certify that they understand and will comply with our Code of Conduct. Code of Conduct training and certification was last completed in Q4 2023.

In addition to Code of Conduct training, BeiGene implemented tailored trainings throughout 2023 on key topics, including our Insider Trading Policy, updates to our Global Healthcare Compliance Manual, and our Privacy Policy. We also launched a compliance culture campaign globally to promote a culture of ethics and integrity. The campaign included the creation of a compliance champion network, which highlighted compliance interests from the top down, quarterly newsletters on compliance topics and expectations, as well as leadership quote cards and video clips. In China, we also hosted our first Compliance Day for our colleagues on September 22, 2023, to reinforce our commitment to a compliance culture.

Anti-Bribery & Corruption

BeiGene takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly, and with integrity in all our business dealings and relationships. We assign a combination of electronic learning modules and live trainings on our [Anti-Bribery and Corruption Policy](#) and related topics to all colleagues. Global e-learning modules are incorporated into an annual curriculum at least every other year. Live training courses are conducted based on an employee's role within the organization. For sales personnel, for instance, we have separate ethical marketing training programs—including live and virtual sessions, FAQs, and tests—to ensure they understand relevant policies and regulations. Additionally, the Audit

Committee of our Board of Directors receives quarterly reports on anti-corruption and significant compliance program activities.

Whistleblower & Anti-Retaliation Protection

We promote an open-door policy and encourage our colleagues to ask questions or raise concerns without hesitation or fear of retaliation. If individuals are not comfortable reporting issues of concern directly to management, they may file anonymous complaints via our compliance hotline or web portal, available 24 hours a day, 365 days a year, in multiple languages. BeiGene prohibits retaliation, harassment, or other adverse action against someone who files a complaint, assists with or participates in an investigation, opposes harassment, or otherwise exercises rights protected by applicable laws.

Avenues for raising complaints are discussed during new hire and other ethics trainings as well as in our Code of Conduct and Harassment, Discrimination, and Retaliation Policy. BeiGene also has a formalized [Reporting Misconduct Policy](#). All reports are investigated thoroughly and independently by designated legal, compliance, or human resources personnel, and appropriate disciplinary or preventive actions are taken to address any findings according to BeiGene's Compliance Investigations and Corrective Actions Standard Operating Procedure. Significant investigation matters are reported to the Audit Committee quarterly.

Animal Welfare

In the development of new and innovative medications, occasionally the use of purpose-bred animals is required. BeiGene is committed to the humane and ethical treatment of animals utilized in research and has policies and procedures in place to ensure these standards are maintained. This includes a rigorous study design process to ensure that the animals used in research are absolutely necessary.

We follow the 3R (replace, refine, reduce) principles set by the National Research Council and are guided by our Animal Welfare Statement, which underscores our commitment to ensuring the ethical treatment of animals in all parts of the business. Our robust efforts in this area were validated upon receiving accreditation with the Association for Assessment and Accreditation of Laboratory Animal Care International (AAALAC International) in 2023. For more information about our commitment to the humane and ethical treatment of animals, please see our [Global Statement on Animal Welfare](#).

Data Privacy & Cybersecurity

BeiGene is committed to protecting our patients' and our company's data. We strive to mitigate privacy and cybersecurity risks and increase visibility and awareness throughout our company. Each of BeiGene's functions is responsible for its compliance with data privacy laws and regulations, with support from and in alignment with policies issued by the BeiGene Privacy Office and the Information Governance Team, which are part of the Legal and Compliance Department, as well as the Information Security Team, which is part of Global Technology Solutions.

BeiGene mandates that only the minimum amount of personal data should be collected for its intended purpose and should be deleted or returned when it is no longer needed or required by law to be stored by the company. Where required by applicable data protection law(s), BeiGene provides data subjects with the required individual rights with respect to their personal data. To manage and document what personal data is collected and how it is processed, BeiGene has implemented a data governance system that ensures appropriate controls are in place governing the collection, use, storage, and deletion of personal data. The system integrates a centralized process to receive and address individual rights requests in a timely manner. As a result, patients and customers can be confident that the company knows where and why their personal data is being processed and that their rights are respected and upheld.

BeiGene is currently ISO 27001: Information Security Management certified, which is renewed every three years with yearly incremental external audits. As a part of ISO 27001, we have a comprehensive suite of information security policies that govern our Information Security Program and drive the mitigation of security risks within the Company. In addition to ISO 27001, our Information Security Program aligns with the National Institute of Standards and Technology Cybersecurity Framework, which is assessed yearly. These controls include a Data Breach Policy and an Information Security Incident Response Plan.

To further integrate and educate colleagues about cybersecurity, the BeiGene Global Technology Solutions team hosts an annual Cybersecurity Awareness Month with on-site and online workshops. From mid-October to early-November 2023, colleagues were able to attend trainings to stay up to date on the latest security threats, best practices, and strategies for digital safety in our ever-evolving world. In 2023, Cybersecurity Awareness Month included ten in-person and five virtual workshops, engaging approximately 3,200 participants globally. Additionally, BeiGene recognizes an annual Privacy Day in January, and circulates a quarterly privacy newsletter to all BeiGene colleagues to foster a stronger privacy culture and raise awareness of privacy work within the organization.

Each year, privacy and data security trainings are conducted as part of the standard new employee training curriculum globally and is required of all existing colleagues to complete annually.

Functional privacy training is also provided to critical departments to ensure that our colleagues are trained and aware of function-specific needs.



Connecting the Dots Between Privacy and Responsible Business & Sustainability Practices

As the Privacy Office seeks to further connect BeiGene's privacy efforts to our Responsible Business & Sustainability practices, they partnered with the PICCASO Privacy Lab and a select number of multinational corporations to develop a whitepaper examining the connection between privacy and RB&S principles. The paper, published in October 2023, illustrates how privacy compliance can potentially enhance an organization's RB&S rating and provides practical guidance on how to effectively report on privacy and data protection in the context of RB&S.

Moving forward, the Privacy Office will continue to proactively address privacy efforts throughout the organization and take steps to encourage a stronger privacy culture.

GOAL

🎯 New Goal

- Develop a plan to better align key privacy performance metrics with Responsible Business & Sustainability practices by 2025

Product Quality Control Systems

At BeiGene, we are committed to conducting our research studies and clinical trials responsibly and ethically. Our bioethics program, based on the core values of respect for autonomy, non-maleficence, beneficence, and justice, provides a framework to guide internal decision-making, helping us deliver on our mission with integrity.

All BeiGene colleagues and outside vendors that contribute to our R&D efforts receive training annually (or as revised) on SOPs and guidelines on bioethics issues established by the World Medical Association Declaration of Helsinki, guidelines established by the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), and the BIO Statement of Ethical Principles. We also employ safeguards to protect patient privacy that is guided by our global Privacy Policy, which establishes core requirements for the use, storage, and transmission of medical and genetic patient data.

Quality Assurance

Our commitment to quality and safety extends across our business, from R&D to the distribution of our medicines. We have developed a comprehensive, robust quality assurance and control program to generate awareness, foster a

culture of quality in our business processes and for our people, and support our compliance with applicable laws, regulations, and internationally recognized standards. Our internal standards may be stricter than those required by national and industry practice and are optimized and enhanced on an ongoing basis. We expect our subsidiaries and external business partners, such as vendors, contract manufacturers, contract research organizations, specialty service providers, contract colleagues, and distributors, to demonstrate their alignment with our quality requirements to achieve patient safety and compliance.

Quality Management Systems

BeiGene operates a comprehensive Quality Management System (QMS) in line with structures such as ICH Q10 and E6 and complies with all GxP regulations for all jurisdictions to which we supply products. The system covers the full product development cycle and incorporates requirements of Good Laboratory Practice (GLP), Good Clinical Practice (GCP), Good Pharmacovigilance Practice (GVP), Good Manufacturing Practices (GMP), and Good Distribution Practices (GDP).

In addition, we have set up comprehensive, risk-based monitoring programs to ensure the robustness and effectiveness of our quality system. We carry out Quarterly Management Reviews of the performance of our Quality System and implement enhancements based on operational excellence

principles as needed to maintain an effective quality system. We leverage advanced quality metrics to easily review data on a site-by-site level to identify strengths and areas for improvement. Our QMS is broad and encompasses critical processes such as change control, deviation management, and complaint monitoring.

Our Quality Compliance auditing program continuously samples QMS performance at sites, contractors, and suppliers and provides an early warning system for any performance issues across our network. Our risk management program ensures that we focus on the highest priorities in line with ICH Q9.

In October 2023, we announced a comprehensive restructuring of BeiGene's Quality team, which became effective in Q1 of 2024. This restructuring has prepared BeiGene for the next decade, bringing the organization in line with our business and geographical structure to create cross-functional teams focused on each aspect of quality and ensure best practices and compliance continue to be met.

Protecting Against Counterfeit & Illicit Medicines

BeiGene is committed to combating counterfeit medicines that could jeopardize patient health and safety. Our Brand Protection function within our Global Security department works cross-

functionally to develop and implement solutions designed to mitigate risks associated with counterfeiting, diversion, theft, and illegal resale of our medicines.

While no counterfeit BeiGene medicines have been identified to date, in the cases where BeiGene detected illegal diversion of our medicines in 2023, our Global Brand Protection's investigative and law enforcement referral program was able to address the issue and reclaim the illegally diverted medicines. Based on growing concerns regarding industry data showing significant increases in counterfeiting of solid dose and injectable forms of cancer medicines worldwide, BeiGene's Brand Protection Working Group, consisting of global representatives from Legal, Global Supply Chain, Quality Assurance, Global Patient Safety, and ten other BeiGene departments, convened in April 2023 to discuss the progress of current efforts and identify additional protections to mitigate threats to our patients.

BeiGene already employs product traceability by allocating unique identifiers (UID) to each package of medicine. This UID is created and stored in a database for traceability purposes and can be used to track and trace any product throughout the BeiGene supply chain. Additionally, BeiGene has evaluated multiple brand protection packaging technologies to further protect our medicines and patients. This technology will enhance existing on-package features and help identify counterfeit medicines within the supply chain. In 2024, the



working group plans to test the technologies to ensure effectiveness prior to further expansion. BeiGene has continued efforts to improve incident reporting and ensure supply chain security standardization with our business partners, including the incorporation of contractual agreements relating to product integrity and cargo security. New and active brand protection initiatives resulting from cross-functional discussions include pilot investigative programs relating to regional diversion schemes, trademark recordation at global customs agencies to increase the likelihood of unapproved medicine seizures at border crossings, and the addition of regional BeiGene Brand Protection professionals to cover Europe, Middle East, Africa, and Latin America.

Because the focus of BeiGene's Brand Protection program is to protect patients, the working group also created an informational webpage, [Anti-Counterfeiting and Brand Protection](#). The webpage provides patients with a variety of information, including the program's mission, an updated list of global program objectives, and methods for patients to report serious incidents to BeiGene and healthcare agencies.

Bioethics

BeiGene's research team deploys several investigative techniques in our quest to develop new therapies. For example, we use genetic engineering tools, including polymerase chain reaction (PCR), transformation/transduction, and clustered regularly interspaced short palindromic repeats (CRISPR) routinely in our research efforts. These tools enable us to perform gene mutation, insertion, and knockout in cells. Researchers conducting these studies receive training on appropriate regulatory requirements, protocols, and expectations for documenting outcomes.

As new technologies emerge, we remain committed to assessing the safety of the technology and engaging with appropriate external stakeholders to mitigate potential risks.

Transparency Commitments

At BeiGene, we seek to provide our patients, healthcare providers, and regulators with the information they need to make informed choices regarding our medicines. We strive to be forthright and transparent in our interactions with all stakeholders.

Responsible Marketing

As part of our commitment to transparency, we employ stringent procedures to ensure our marketing communications are truthful, accurate, and provide important contextual information that will assist healthcare providers in determining whether our medicines are appropriate for a patient and in understanding potential side effects.

Our responsibility begins with developing accurate labels for our medicines. Our Executive Labeling Committee reviews all new labels or significant labeling changes before their submission to a regulatory agency and/or before a product is released for commercialization. Additionally, our Promotional Review Committee ensures that all external promotional messages and claims are consistent with the approved label and indication in each market. This Committee also reviews messages to ensure they are medically accurate and meet local regulatory and legal requirements. Our

medicines may only be promoted for their approved indications and for use in accordance with the provisions of the approved label. We have separate ethical marketing training programs for sales personnel to ensure they understand all relevant policies and regulations.

Government Policy Advocacy

BeiGene regularly engages with government policymakers and elected officials on issues regarding our mission to provide high-quality, affordable medicines to patients. We comply with international governance guidelines and country-specific regulations and laws, such as the Lobbying Disclosure Act in the U.S., and individual state requirements to ensure appropriate interactions with government officials. In the U.S., our quarterly disclosure reports are public and can be found at the [U.S. House of Representatives lobbying disclosure website](#) and the [U.S. Senate public disclosure website](#).



Responsible Procurement

BeiGene understands the importance of working with suppliers that share our commitment to high-quality products and responsible operations. Our global procurement team has evolved in the last year to focus on third-party risk management and the launch of our supplier engagement program, as well as our ongoing efforts to ensure the safety and quality of the materials we buy. We lay out our expectations in our global Supplier Code of Conduct and monitor performance through multiple channels, including new vendor screening, our supplier due diligence program, and our new third-party risk management program.

Global Supplier Code of Conduct

Since 2021, we have held our suppliers to the expectations for ethical operations outlined in our global [Supplier Code of Conduct](#). Each year, we review and update the Code to ensure that the language and expectations remain in line with BeiGene's commitments. The Code covers a wide range of expectations from responsible business ethics to quality and management, human rights, and workplace and environmental safety. The Code includes a significant emphasis on business ethics, especially adherence to anti-corruption requirements and a commitment to operate with honesty and integrity. As of 2023, all new master

service agreements, globally and regionally, contain language requiring supplier compliance with the Code. This includes all new contracts, purchase orders, and proposals.

All members of the Global Procurement Team receive corporate and locally tailored trainings on our procurement policies and approach. We also offer additional optional trainings for our team members to improve responsible business and sustainability practices in our supply chain, from evaluating supply chain risks to improving supplier diversity, among others. Additionally, BeiGene became part of Procurement Leaders, an organization dedicated to helping procurement professionals make faster and more informed decisions. Our team members receive support through trainings, webinars, thought leadership, and industry-agnostic collaboration in a range of areas.

Supplier Risk Assessments

We expect suppliers to abide by all laws, regulations, and standards regarding healthcare, as well as those that address financial, labor, health, safety, transparency, and environmental practices. BeiGene has an onboarding and due diligence policy that informs our quality audits of manufacturing-related suppliers. As part of these assessments, we evaluate several Responsible Business & Sustainability areas, including ethics, employee health and safety, and environmental performance. If we are aware

of any behaviors or conditions not in compliance with our standards, we take immediate action to communicate these issues, work with our suppliers to develop a mitigation plan, and take remedial action steps to return to compliance.

In the summer of 2022, we hired a manager to oversee the implementation of a new third-party supplier risk management program, which came into force in 2023. Through this program, BeiGene has started screening all new vendors to ensure that proposed suppliers meet expectations surrounding proof of incorporation or business operations and are not subject to trade restrictions or sanctions. The new third-party supplier risk management program does not include existing vendors at this time.

For suppliers that qualify for extended due diligence, BeiGene performs evaluations of vendor reputation, which, when data is available, includes flagging adverse media coverage pertaining to legal events or indicators, working conditions, fair labor practices, and environmental performance. This enables BeiGene to actively monitor fast-changing regulatory and financial sanction lists through the mandatory systematic screening of criminal databases, financial sanctions, and selected regulatory enforcement agencies.

With this new program, we can identify any sanction and regulatory enforcement for new vendors quickly and respond effectively if they arise. It addresses

assessment levels based on the risks suppliers may pose to the company and their spend category and criticality.

Additionally, as part of our environmental commitments, BeiGene has developed a questionnaire to gather information regarding supplier's processes and climate-related data collection activities. BeiGene is working to collect this information from our key suppliers and will be establishing a cross-functional process to manage any identified climate risks.

GOAL

Implement a third-party supplier risk management program in 2023

✓ Progress

- Third-party supplier management program formally launched

100%

of new vendors are screened for sanctions and regulatory enforcement through a new third-party risk management assessment as of 2023

Local Procurement

As our suppliers play a critical role in the development and operations of our medicines, BeiGene takes care in choosing our supply chain partners and values our supplier relationships. We work with multiple preferred suppliers that provide a superior level of service, high-quality products, and consistent quality assurance on our essential materials. To lower our environmental footprint and ensure the continuity of supplies, BeiGene increasingly prioritizes working with local suppliers based in the country or region where the supplies or services are required. This also helps support the communities and economies in which we are based. In 2023, approximately \$70 million of our spending for our Guangzhou and Suzhou facilities was sourced from within China.

Direct Procurement Spend (2023)

Guangzhou & Suzhou Sites Combined	Total Spend (\$K USD)	Percentage of Total Spend in 2023	Numbers of Suppliers	Percent Total
Total spend in China	71,013	40%	71	56%
Total spend ex-China	108,608	60%	56	44%
Total spend number in 2023 based on goods receipts	179,621	100%	127	100%

Suppliers by Region (2023)

Region	Number of Suppliers 2023	Percentage of Total in 2023	Countries Included Based on 2023 Purchase Orders
North America	1,072	22.4%	U.S., Cayman Islands, Canada
Central and South America	0	0.0%	None
Europe, Middle East, and Africa	1,027	21.4%	United Arab Emirates Austria, Belgium, Switzerland, Germany, Denmark, Spain, Finland, France, Great Britain, Italy, Netherlands, Norway, Poland, Sweden
Asia Pacific	596	12.4%	Australia, Japan, South Korea, New Zealand, Singapore
China	2,100	43.8%	China
Total	4,795	100.0%	

*To improve the accuracy of the data used in developing our total supplier count, we utilized invoice data to determine our total supplier count. As such, the data was assessed to align with perimeters established in the prior year. Regional counts for suppliers were based off of spend and entity location. Should a supplier have invoiced spend in multiple regions, to avoid duplicative counting, BeiGene has allocated these suppliers to the region with the highest spend.

Appendix

In the appendix:

- GRI & HKEX Index →
- SASB Index →
- Task Force on Climate-Related
Financial Disclosures →



GRI & HKEX Index

GRI Index	HKEX Index	Description	Response
GRI 1: Foundation 2021			
GRI 1		Statement of Use	BeiGene has reported the information cited in this GRI content index for the period January 1 – December 31, 2023, with reference to the GRI Standards.
GRI 2: General Disclosures			
GRI 2-1		Organizational details	BeiGene does not have a single corporate headquarters. Rather, we have administrative offices in Basel, Switzerland; Beijing, China; and Cambridge, Massachusetts, U.S.
GRI 2-2	HKEX 15	Entities included in the organization's sustainability reporting	About This Report. See page 77.
GRI 2-3		Reporting period, frequency, and contact point	About This Report. See page 77.
GRI 2-4	HKEX 14: Consistency	Restatements of information	None.
GRI 2-5		External assurance	This report has not been externally assured.
GRI 2-6		Activities, value chain, and other business relationships	<p>BeiGene is part of sector 3520: Pharmaceuticals, Biotechnology, and Life Sciences, according to the Global Industry Classification Standard (GICS). BeiGene is a global biotechnology company that is developing and commercializing innovative medicines to improve treatment outcomes and access for patients worldwide. BeiGene manufactures our medicines in China and is currently constructing a new manufacturing facility in the U.S.</p> <p>BeiGene's upstream value chain primarily consists of the production and transport of the materials needed to conduct R&D activities and to manufacture and package our medicines. In addition, BeiGene relies upon a global network of clinics, hospitals, and other partners to conduct clinical trials. BeiGene's downstream value chain includes distribution partners and a larger network of clinics from which BeiGene's medicines are administered to patients.</p>
GRI 2-7		Employees	Colleague Statistics. See page 36.
GRI 2-8		Workers who are not employees	Colleague Statistics. See page 36.
GRI 2-9		Governance structure and composition	<p>Board Structure. See page 50. Executive Leadership Team. See page 51. Responsible Business & Sustainability Governance. See page 51.</p> <p>Additional details on our Board of Directors can be found in our 2023 Proxy Statement.</p>
GRI 2-10		Nomination and selection of the highest governance body	<p>Board Structure. See page 50.</p> <p>Additional details on the nomination and selection of our Board of Directors can be found in our 2023 Proxy Statement.</p>
GRI 2-11		Chair of the highest governance body	Board Structure. See page 50.
GRI 2-12	HKEX 13 (i, ii, iii)	Role of the highest governance body in overseeing the management of impacts	Responsible Business and Sustainability Governance. See page 51.
GRI 2-13		Delegation of responsibility for managing impacts	Responsible Business and Sustainability Governance. See page 51.
GRI 2-14		Role of the highest governance body in sustainability reporting	Responsible Business and Sustainability Governance. See page 51.
GRI 2-15		Conflicts of interest	Additional details on how we manage conflicts of interest for the Board of Directors can be found in our Corporate Governance Guidelines in the Investors section on www.beigene.com .
GRI 2-16		Communication of critical concerns	<p>Whistleblower and Anti-Retaliation Protection. See page 54.</p> <p>Reporting Misconduct Policy</p>

GRI Index	HKEX Index	Description	Response
GRI 2-17		Collective knowledge of the highest governance body	Board Structure. See page 50.
GRI 2-18		Evaluation of the performance of the highest governance body	The directors are evaluated and appointed/removed by shareholders. The Nominating and Corporate Governance Committee is responsible for establishing procedures for identifying and evaluating board of director candidates, including nominees recommended by shareholders, and overseeing the evaluation of the Board of Directors and management. Further details on our Board of Directors and their nomination structure can be found in our Nominating & Corporate Governance Charter and 2023 Proxy Statement .
GRI 2-19		Remuneration policies	<p>In 2024, BeiGene restructured its executive compensation structure to include the use of performance share units (PSUs). All executives with the title Senior Vice President and above will have the following compensation mix:</p> <ul style="list-style-type: none"> • 1/3 PSUs • 1/3 Restricted Share Units (RSUs) • 1/3 Options <p>In addition, a Compensation Recovery Policy, otherwise known as a clawback policy, has been implemented.</p> <p>Details on remuneration can be found in our 2023 Proxy Statement.</p>
GRI 2-20		Process to determine remuneration	The Compensation Committee of the Board of Directors is responsible for determining remuneration for our executive officers. Details on our remuneration policies and approach for our executive officers can be found in our 2023 Proxy Statement and Compensation Committee Charter .
GRI 2-21		Annual total compensation ratio	Compensation and Benefits. See page 31.
GRI 2-22		Statement on sustainable development strategy	A Letter from Leadership. See page 3. Our Material Topics. See page 7. Our Climate Strategy. See page 42.
GRI 2-23		Policy commitments	Guiding Principles. See page 6. United Nations Global Compact & Sustainable Development Goals. See page 9.
GRI 2-24		Embedding policy commitments	Business Ethics. See page 54.
GRI 2-25		Processes to remediate negative impacts	<p>BeiGene is required to carefully monitor the safety of its products from first use in humans through post-commercialization. The company acts upon any potential safety issues identified by patients or others through ethics committees or Institutional Review Boards.</p> <p>Patient Safety. See page 19. Product Quality Control Systems. See page 56. Our Climate Strategy. See page 42.</p>
GRI 2-26	HKEX KPI B7.2	Mechanisms for seeking advice and raising concerns	Whistleblower and Anti-Retaliation Protection. See page 54.
GRI 2-27		Compliance with laws and regulations	In 2023, BeiGene did not have any material instances of non-compliance in which fines or non-monetary sanctions were incurred.
GRI 2-28		Membership associations	BeiGene is a member of the UN Global Compact, the U.S. National Medical Association, the Bloomberg International Cancer Coalition, and Procurement Leaders, among others.
GRI 2-29		Approach to stakeholder engagement	Stakeholder Engagement. See page 52.
GRI 2-30		Collective bargaining agreements	BeiGene has not entered into any collective bargaining agreements in the U.S., APAC, Europe, or Latin America, except that BeiGene is enrolled in the SINACAMESP commercial trade union in Brazil because of a local law obligation.

GRI Index	HKEX Index	Description	Response
GRI 3: Material Topics 2021			
GRI 3-1		Process to determine material topics	Our Material Topics. See page 7.
GRI 3-2		List of materials topics	Our Material Topics. See page 7.
	HKEX 14: Materiality and Quantitative	Disclose the process to identify material ESG factors and if stakeholder engagement is conducted	Our Material Topics. See page 7. Stakeholder Engagement. See page 52.
BeiGene Material Topic: Innovative Products			
GRI 3-3		Management approach	A Differentiated Approach. See page 14. Our Approach to Advancing Global Health Equity. See Page 15.
Non-GRI Topic			A Differentiated Approach. See page 14.
BeiGene Material Topic: Charitable Giving & Volunteerism			
GRI 3-3		Management approach	Employee Volunteerism. See Page 37.
Non-GRI Topic			Employee Volunteerism See Page 37.
BeiGene Material Topic: Access and Affordability			
GRI 3-3		Management approach	Pursuing Broad Access to Our Medicines. See Page 20.
Non-GRI Topic			SASB Disclosures HC-BP-240a and HC-BP-240b. See Page 74.
GRI 204: Procurement Practices 2016 (BeiGene Material Topic: Responsible Sourcing)			
GRI 3-3	HKEX Aspect B5 and KPI B5.2	Management approach	Responsible Procurement. See page 59. Supplier Risk Assessments. See page 59.
		Policies on managing environmental and social risks of the supply chain	
GRI 204-1		Proportion of spending on local suppliers	Local Procurement. See page 60.
	HKEX KPI B5.1	Number of suppliers	Local Procurement. See page 60.
	HKEX KPI B5.3	Practices used to identify environmental and social risks	Supplier Risk Assessments. See page 59.
GRI 206: Anti-Competitive Behavior 2016 (BeiGene Material Topic: Business Ethics and Integrity)			
GRI 3-3		Management approach	Business Ethics. See page 54.
GRI 206-1		Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Reference page 114 of our 2023 Form 10-K for information on our legal matters.

GRI Index	HKEX Index	Description	Response																																								
GRI 301: Materials 2016 (BeiGene Material Topic: Product Stewardship)																																											
GRI 3-3	HKEX A1, A2, A3, and A4	Management approach	<p>BeiGene is committed to acting as a responsible environmental steward. This includes minimizing our use of materials, energy, and water and reducing the amount of waste produced by our operations.</p> <p>BeiGene only has active manufacturing facilities in China. We comply with relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China, Water Pollution Prevention Law of the People's Republic of China, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, and Regulations on the Administration of Construction Project Environmental Protection.</p> <p>We also maintain a robust EHS program to ensure sound environmental practices in our laboratory, clinical trial, manufacturing, and office settings. Our EHS management system is based on the ISO14001 framework, and two of our facilities in Guangzhou and Suzhou are certified ISO14001 compliant. Our system includes our EHS Management System Manual, which has corresponding policies and SOPs.</p> <p>For example, we maintain management procedures for wastewater, gas emissions, leak prevention, and solid waste, among others. We regularly review and update our SOPs. To assess risk, we conduct regular internal assessments. External assessments are periodically conducted at our manufacturing and R&D sites by governmental agencies, including the Environmental Protection Bureau and Police Bureau.</p> <p>Our Global Head of Technical Operations and Manufacturing is responsible for overseeing and directing overall EHS management and is supported by the EHS department that integrates EHS considerations into our business.</p> <p>2023 Goals & Progress. See page 40.</p>																																								
GRI 301-1	HKEX A2.5	Materials used by weight or volume	<p>BeiGene does not yet collect information outside of packaging materials used for finished products.</p> <table border="1"> <thead> <tr> <th>Packaging Use (tonnes)</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total packaging material used for finished medicines</td> <td>94</td> <td>132</td> <td>200</td> </tr> <tr> <td>Packaging material used per kg of internally manufactured commercial product (tonnes/kg commercial product)</td> <td>0.006</td> <td>0.005</td> <td>0.004</td> </tr> </tbody> </table>	Packaging Use (tonnes)	2021	2022	2023	Total packaging material used for finished medicines	94	132	200	Packaging material used per kg of internally manufactured commercial product (tonnes/kg commercial product)	0.006	0.005	0.004																												
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GRI 301-2		Recycled input materials used	BeiGene does not yet collect this information.																																								
GRI 301-3		Reclaimed products and their packaging materials	BeiGene does not yet collect this information.																																								
GRI 302: Energy 2016 (BeiGene Material Topic: Climate Change)																																											
GRI 3-3	HKEX A2.3	Management approach	<p>See Materials: Management Approach (GRI 301-3-3). Our Climate Strategy. See page 42. Our Climate Risk Management. See page 45.</p>																																								
GRI 302-1	HKEX A2.1	Energy consumption within the organization	<p>Our Climate Metrics. See page 46.</p> <table border="1"> <thead> <tr> <th>Energy Use (MWh)</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total energy consumption</td> <td>82,977</td> <td>122,385</td> <td>160,189</td> </tr> <tr> <td>Direct energy consumption</td> <td>10,585</td> <td>14,761</td> <td>5,936</td> </tr> <tr> <td>Natural gas</td> <td>9,066</td> <td>11,455</td> <td>4,041</td> </tr> <tr> <td>Mobile</td> <td>803</td> <td>3,230</td> <td>1,454</td> </tr> <tr> <td>Diesel fuel</td> <td>717</td> <td>76</td> <td>441</td> </tr> <tr> <td>Indirect energy consumption</td> <td>72,392</td> <td>107,625</td> <td>154,252</td> </tr> <tr> <td>Electricity</td> <td>47,780</td> <td>68,970</td> <td>98,364</td> </tr> <tr> <td>Steam</td> <td>24,612</td> <td>38,655</td> <td>55,888</td> </tr> <tr> <td>Total energy consumption per kg of internally manufactured commercial product (MWh/kg commercial product)</td> <td>4.99</td> <td>4.7</td> <td>3.17</td> </tr> </tbody> </table>	Energy Use (MWh)	2021	2022	2023	Total energy consumption	82,977	122,385	160,189	Direct energy consumption	10,585	14,761	5,936	Natural gas	9,066	11,455	4,041	Mobile	803	3,230	1,454	Diesel fuel	717	76	441	Indirect energy consumption	72,392	107,625	154,252	Electricity	47,780	68,970	98,364	Steam	24,612	38,655	55,888	Total energy consumption per kg of internally manufactured commercial product (MWh/kg commercial product)	4.99	4.7	3.17
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GRI Index	HKEX Index	Description	Response																																								
GRI 302-2	HKEX A2.1	Energy consumption outside of the organization	BeiGene does not currently track this information, but please reference our Scope 3 Inventory on page 46.																																								
GRI 302-3	HKEX A2.1	Energy intensity	Our Climate Strategy. See page 42. Our Climate Metrics. See page 46. See GRI 302-1.																																								
GRI 302-4		Reduction of energy consumption	Our Climate Metrics. See page 46. See GRI 302-1.																																								
GRI 302-5		Reductions in energy requirements of products and services	Not applicable.																																								
GRI 303: Water and Effluents 2018 (BeiGene Material Topic: Product Stewardship)																																											
GRI 3-3		Management approach	See Materials: Management Approach (GRI 301-3-3). Our Climate Governance. See page 41.																																								
GRI 303-1	HKEX A2.4	Interactions with water as a shared resource	BeiGene operates two main manufacturing facilities located in Guangzhou and Suzhou, China. The locations of our Guangzhou and Suzhou facilities are rated as Medium-High and High, respectively, for overall water risk according to WRI Aqueduct as assessed on January 25, 2022. We have not experienced any issues sourcing water for our operations. We continue to explore opportunities for reducing our water use in these locations. See Our Climate Metrics, pages 46.																																								
GRI 303-2		Management of water discharge-related impacts	Our R&D centers and manufacturing plants are equipped with wastewater treatment facilities, and we conduct monitoring to ensure that the treated water meets national and local standards. The industrial wastewater from the Suzhou plant is 100 percent recycled after being treated. The sanitary sewage from our plants is discharged into the municipal pipelines in accordance with the local standards. We engage qualified testing institutions to conduct regular wastewater discharge testing. In 2023, we did not find any cases in which wastewater exceeded the local standards.																																								
GRI 303-3		Water withdrawal	<table border="1"> <thead> <tr> <th>Water Use (cubic meters)</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total water consumption</td> <td>359,004</td> <td>735,420</td> <td>719,875</td> </tr> <tr> <td>Production water consumption</td> <td>342,172</td> <td>673,844</td> <td>659,463</td> </tr> <tr> <td>Other water consumption</td> <td>16,832</td> <td>61,577</td> <td>60,411</td> </tr> <tr> <td>Recycled water</td> <td>2,388</td> <td>5,010</td> <td>6,709</td> </tr> <tr> <td>Wastewater</td> <td>66,156</td> <td>158,496</td> <td>182,394</td> </tr> <tr> <td>Chemical oxygen demand</td> <td>5.24</td> <td>7.86</td> <td>16</td> </tr> <tr> <td>Ammonia nitrogen</td> <td>0.44</td> <td>0.98</td> <td>1</td> </tr> <tr> <td>Water consumption per kg of internally manufactured commercial product (cubic meters/kg commercial product)</td> <td>21.6</td> <td>28.27</td> <td>14.25</td> </tr> <tr> <td>Wastewater consumption per kg of internally manufactured commercial product (cubic meters/kg commercial product)</td> <td>3.98</td> <td>6.09</td> <td>3.61</td> </tr> </tbody> </table>	Water Use (cubic meters)	2021	2022	2023	Total water consumption	359,004	735,420	719,875	Production water consumption	342,172	673,844	659,463	Other water consumption	16,832	61,577	60,411	Recycled water	2,388	5,010	6,709	Wastewater	66,156	158,496	182,394	Chemical oxygen demand	5.24	7.86	16	Ammonia nitrogen	0.44	0.98	1	Water consumption per kg of internally manufactured commercial product (cubic meters/kg commercial product)	21.6	28.27	14.25	Wastewater consumption per kg of internally manufactured commercial product (cubic meters/kg commercial product)	3.98	6.09	3.61
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GRI 305: Emissions 2016 (BeiGene Material Topic: Climate Change)																																											
GRI 3-3	HKEX A1.5	Management approach	See Materials: Management Approach (GRI 301-3-3). Our Climate Strategy. See page 42. Our Climate Risk Management. See page 45.																																								

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GRI 305-2	HKEX A11-A12	Indirect (Scope 2) GHG emissions	<table border="1"> <thead> <tr> <th colspan="4">GHG Emissions (tonnes CO2e) - Market Based</th> <th colspan="4">GHG Emissions (tonnes CO2e) - Location Based</th> </tr> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td colspan="4">Indirect GHG emissions (Scope 2)</td> <td>35,900</td> <td>53,867</td> <td>76,465</td> <td colspan="2">Indirect GHG emissions (Scope 2)</td> <td>35,898</td> <td>53,870</td> <td>76,485</td> </tr> <tr> <td colspan="4">Electricity</td> <td>26,154</td> <td>38,560</td> <td>54,351</td> <td colspan="4">Electricity</td> <td>26,152</td> <td>38,563</td> <td>54,371</td> </tr> <tr> <td colspan="4">Steam</td> <td>9,746</td> <td>15,307</td> <td>22,114</td> <td colspan="4">Steam</td> <td>9,746</td> <td>15,307</td> <td>22,114</td> </tr> </tbody> </table>	GHG Emissions (tonnes CO2e) - Market Based				GHG Emissions (tonnes CO2e) - Location Based					2021	2022	2023		2021	2022	2023	Indirect GHG emissions (Scope 2)				35,900	53,867	76,465	Indirect GHG emissions (Scope 2)		35,898	53,870	76,485	Electricity				26,154	38,560	54,351	Electricity				26,152	38,563	54,371	Steam				9,746	15,307	22,114	Steam				9,746	15,307	22,114																					
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GRI Index	HKEX Index	Description	Response																				
GRI 305-5		Reduction of GHG emissions	Our Climate Metrics. See page 46.																				
GRI 305-6		Emissions of ozone-depleting substances (ODS)	Not applicable.																				
GRI 305-7	HKEX A11-A12	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>Apart from GHG emissions, our major air emissions include SO2 and NOx generated from natural gas consumption during production, and a small volume of waste gas generated during laboratory operations. SO2 and NOx emissions are discharged after being processed by waste gas treatment facilities to ensure that SO2 and NOx concentrations meet the emission standards set by the local authority. Waste gas from the laboratories is discharged through fume hoods, and a treatment device has been installed at the end of the ventilation system in each laboratory to ensure we meet emissions standards.</p> <p>We engage qualified testing institutions to conduct regular air emissions discharge testing. In 2023, we did not find any cases in which emissions exceeded the local standards.</p> <table border="1"> <thead> <tr> <th>Air Emissions (tonnes)</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>SO2 emissions</td> <td>0.13</td> <td>0.07</td> <td>0.01</td> </tr> <tr> <td>NOx emissions</td> <td>0.2</td> <td>0.4</td> <td>0.6</td> </tr> <tr> <td>VOC emissions</td> <td>2.63</td> <td>2.33</td> <td>2.88</td> </tr> </tbody> </table>	Air Emissions (tonnes)	2021	2022	2023	SO2 emissions	0.13	0.07	0.01	NOx emissions	0.2	0.4	0.6	VOC emissions	2.63	2.33	2.88				
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GRI 306: Supplier Environmental Assessment 2016 (BeiGene Material Topic: Responsible Sourcing)																							
GRI 3-3		Management approach	See Materials: Management Approach (GRI 301-3-3). Our Climate Governance. See page 41.																				
GRI 306-1	HKEX A1.6	Waste generation and significant waste-related impacts	Our non-hazardous waste includes domestic waste produced in office operations and non-hazardous waste from production. Non-hazardous waste produced in manufacturing and R&D facilities is disposed of by municipal sanitary stations. Domestic waste produced in office operations is handled by property management companies, with whom we collaborate to recycle items such as cardboard boxes, glass, plastic, and paper. Our operation sites follow waste sorting standards and abide by local laws and regulations. Hazardous waste produced in manufacturing and laboratories is collected and stored in compliance with applicable laws and regulations and transported to qualified third-party vendors for disposal.																				
GRI 306-2		Management of significant waste-related impacts	See above.																				
GRI 306-3	HKEX A1.3 and A1.4	Waste generated	<p>Our Climate Metrics. See page 46.</p> <table border="1"> <thead> <tr> <th>Waste (tonnes)</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Hazardous waste</td> <td>414</td> <td>532</td> <td>678</td> </tr> <tr> <td>Non-hazardous waste</td> <td>281</td> <td>515</td> <td>715</td> </tr> <tr> <td>Hazardous waste per kg of internally manufactured commercial product (tonnes/kg commercial product)</td> <td>0.02</td> <td>0.02</td> <td>0.01</td> </tr> <tr> <td>Non-hazardous waste per kg of internally manufactured commercial product (tonnes/kg commercial product)</td> <td>0.02</td> <td>0.02</td> <td>0.01</td> </tr> </tbody> </table>	Waste (tonnes)	2021	2022	2023	Hazardous waste	414	532	678	Non-hazardous waste	281	515	715	Hazardous waste per kg of internally manufactured commercial product (tonnes/kg commercial product)	0.02	0.02	0.01	Non-hazardous waste per kg of internally manufactured commercial product (tonnes/kg commercial product)	0.02	0.02	0.01
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GRI 306-4		Waste diverted from disposal	BeiGene does not yet collect this information.																				
GRI 306-5		Waste directed to disposal	BeiGene does not yet collect this information.																				
GRI 308: Supplier Environmental Assessment 2016 (BeiGene Material Topic: Responsible Sourcing)																							
GRI 3-3		Management approach	Scope 3 Reduction Strategy. See page 44. Supplier Risk Assessments. See page 59.																				
GRI 308 -1	HKEX KPI B5.4	Engagement with suppliers to improve environmental performance	Scope 3 Reduction Strategy. See page 44. Supplier Risk Assessments. See page 59.																				

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GRI 401: Employment 2016 (BeiGene Material Topic: Colleague Engagement & Well-Being)																																																																																																																																																											
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GRI: 401-1	HKEX KPI B1.1-B1.2	Total number and rate of new employee hires and turnover during the reporting period, by age group, gender, and region	<p>See tables below:</p> <table border="1"> <thead> <tr> <th colspan="4">New Employee Hires</th> <th colspan="4">Employee Turnover</th> </tr> <tr> <th>Employee Hires</th> <th>2021</th> <th>2022</th> <th>2023</th> <th>Turnover (%)</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>5,026</td> <td>3,431</td> <td>3,281</td> <td>Total</td> <td>21%</td> <td>18%</td> <td>14%</td> </tr> <tr> <th colspan="4">By Employment Type</th> <th colspan="4">By Gender (%)</th> </tr> <tr> <td>BeiGene Employees</td> <td>4,271</td> <td>2,705</td> <td>2,625</td> <td>Female</td> <td>19%</td> <td>17%</td> <td>12%</td> </tr> <tr> <td>Contingent Workers</td> <td>755</td> <td>726</td> <td>566</td> <td>Male</td> <td>25%</td> <td>21%</td> <td>15%</td> </tr> <tr> <th colspan="4">By Gender (%)</th> <th colspan="4">By Age (%)</th> </tr> <tr> <td>Female</td> <td>55%</td> <td>58%</td> <td>55%</td> <td>30 & under</td> <td>23%</td> <td>21%</td> <td>16%</td> </tr> <tr> <td>Male</td> <td>45%</td> <td>42%</td> <td>45%</td> <td>31-50</td> <td>20%</td> <td>17%</td> <td>13%</td> </tr> <tr> <th colspan="4">By Age (%)</th> <td>51-65</td> <td>16%</td> <td>15%</td> <td>11%</td> </tr> <tr> <td>30 & under</td> <td>55%</td> <td>45%</td> <td>46%</td> <td>65 & above</td> <td>23%</td> <td>26%</td> <td>35%</td> </tr> <tr> <td>31-50</td> <td>41%</td> <td>48%</td> <td>48%</td> <th colspan="4">By Region (%)</th> </tr> <tr> <td>51-65</td> <td>3%</td> <td>7%</td> <td>6%</td> <td>APAC</td> <td>23%</td> <td>19%</td> <td>15%</td> </tr> <tr> <td>65 & above</td> <td><1%</td> <td><1%</td> <td><1%</td> <td>North America</td> <td>17%</td> <td>19%</td> <td>12%</td> </tr> <tr> <th colspan="4">By Region (%)</th> <td>EMEA</td> <td>18%</td> <td>7%</td> <td>5%</td> </tr> <tr> <td>APAC</td> <td>84%</td> <td>75%</td> <td>72%</td> <td>Latin America</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>North America</td> <td>13%</td> <td>16%</td> <td>16%</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>EMEA</td> <td>3%</td> <td>9%</td> <td>10%</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Latin America</td> <td>0%</td> <td>0%</td> <td>2%</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	New Employee Hires				Employee Turnover				Employee Hires	2021	2022	2023	Turnover (%)	2021	2022	2023	Total	5,026	3,431	3,281	Total	21%	18%	14%	By Employment Type				By Gender (%)				BeiGene Employees	4,271	2,705	2,625	Female	19%	17%	12%	Contingent Workers	755	726	566	Male	25%	21%	15%	By Gender (%)				By Age (%)				Female	55%	58%	55%	30 & under	23%	21%	16%	Male	45%	42%	45%	31-50	20%	17%	13%	By Age (%)				51-65	16%	15%	11%	30 & under	55%	45%	46%	65 & above	23%	26%	35%	31-50	41%	48%	48%	By Region (%)				51-65	3%	7%	6%	APAC	23%	19%	15%	65 & above	<1%	<1%	<1%	North America	17%	19%	12%	By Region (%)				EMEA	18%	7%	5%	APAC	84%	75%	72%	Latin America	0%	0%	0%	North America	13%	16%	16%					EMEA	3%	9%	10%					Latin America	0%	0%	2%				
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North America	13%	16%	16%																																																																																																																																																								
EMEA	3%	9%	10%																																																																																																																																																								
Latin America	0%	0%	2%																																																																																																																																																								
GRI 401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>In the U.S., we offer medical, dental, vision, life insurance, and disability insurance; fertility/adoption services; family support services; wellness programs; and a 401(k) retirement plan that has been increased to reflect 6% percent matching. Our health insurance programs also provide coverage for travel and lodging should our employees need to travel to receive the care they need. We also contribute 50 percent of the deductible toward a Health Savings Account with our high-deductible medical plan option. In other parts of the Americas and EMEA, we offer statutory coverages and supplemental coverages, which may include a pension; medical, dental, vision, life and disability insurance; and wellness programs.</p> <p>In China, we provide social insurance, commercial insurance, wellbeing programs which include the Employee Assistance program and festival gifts to all full-time employees. For social insurance, BeiGene contributes to the employee's social security account. Additionally, our comprehensive commercial plan covers medical in-patient benefits with a 100 percent reimbursement, medical out-patient benefits with a 90 percent reimbursement, critical illness insurance, life insurance, accidental insurance, and global travel insurance, among others.</p> <p>In Australia, New Zealand, Singapore, South Korea, Japan, Thailand, and Malaysia we offer both statutory benefit plans and supplemental benefit plans recognized by local practice, including individual medical insurance reimbursement, home office assistance, flu vaccine support, global travel insurance, and statutory pension plans (where applicable), as well as a defined contribution plan for South Korea. In Australia and New Zealand, we also provide commercial life and income protection insurance to employees.</p> <p>Additional programs can also be found in Compensation and Benefits. See page 31.</p>																																																																																																																																																								

GRI Index	HKEX Index	Description	Response																												
GRI 401-3		Parental leave benefits	<p>In the U.S., Canada, and EMEA, BeiGene offers full pay for a minimum of 12 weeks of parental leave in combination with statutory programs for all parents. In some countries, such as Canada, the combination of statutory and BeiGene parental leave may provide longer periods of full pay such as 18 weeks for the birthing mother.</p> <p>In China, we follow local regulations, which vary by province. The minimum national requirements include 128 days full paid maternity leave and seven days full paid paternity leave; however, different cities/provinces will have different requirements.</p> <p>In Australia and New Zealand, for all eligible employees who complete 12 months' service in BeiGene, we offer 12 weeks full paid maternity leave on top of the state standard as well as two weeks full paid paternity leave on top of state standard. In the rest of the Asia Pacific (APAC), we follow country-specific parental leave guidelines.</p> <p>Below is a summary chart of parental leave taken by region in 2023:</p> <table border="1"> <thead> <tr> <th>Parental Leave</th> <th>APAC</th> <th>Americas</th> <th>EMEA</th> </tr> </thead> <tbody> <tr> <td>Men entitled to parental leave</td> <td>3417</td> <td>679</td> <td>237</td> </tr> <tr> <td>Men that took parental leave</td> <td>59</td> <td>26</td> <td>5</td> </tr> <tr> <td>Total male employees that returned to work in the reporting period after parental leave ended</td> <td>59</td> <td>26</td> <td>5</td> </tr> <tr> <td>Females entitled to parental leave</td> <td>4738</td> <td>948</td> <td>381</td> </tr> <tr> <td>Females that took parental leave</td> <td>264</td> <td>52</td> <td>13</td> </tr> <tr> <td>Total female employees that returned to work in the reporting period after parental leave ended</td> <td>262</td> <td>52</td> <td>13</td> </tr> </tbody> </table>	Parental Leave	APAC	Americas	EMEA	Men entitled to parental leave	3417	679	237	Men that took parental leave	59	26	5	Total male employees that returned to work in the reporting period after parental leave ended	59	26	5	Females entitled to parental leave	4738	948	381	Females that took parental leave	264	52	13	Total female employees that returned to work in the reporting period after parental leave ended	262	52	13
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	HKEX Aspect B1: Employment	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	We maintain compliance with relevant laws and regulations related to employment, including, but not limited to, the U.S. Civil Rights Act of 1964; U.S. Americans with Disabilities Act; U.S. Age Discrimination in Employment Act; U.S. Equal Pay Act; U.S. Employee Retirement Income Security Act; Labor Law of the People's Republic of China; Labor Contract Law of the People's Republic of China; Law of the People's Republic of China on the Protection of Women's Rights and Interests; Social Insurance Law of the People's Republic of China; Provision on Minimum Wage of the People's Republic of China; Swiss Code of Obligations; German Civil Code; French Labour Law; Italian Civil Code; UK Employment Rights Act 1996; and Spanish Civil Code and its Collective Bargaining Agreements.																												
GRI 403: Occupational Health and Safety 2018 (BeiGene Material Topic: Colleague Engagement & Support)																															
GRI 3-3		Management approach	<p>We maintain a robust EHS program to ensure the safety of our workforce in laboratory, clinical trial, manufacturing, and office settings. We are committed to creating a safety culture—one that fosters a safe work environment to promote employee health and well-being. Our EHS management system is based on ISO 14001 and 45001 frameworks. The system includes our EHS Management System Manual, which includes corresponding policies and SOPs, such as our Restricted Space Management Procedure, Procedure for Explosive Chemicals Management, and Occupational Health Management Procedure, to manage and control occupational health and safety risks. We regularly review and update our SOPs.</p> <p>Our Global Head of Technical Operations and Manufacturing is responsible for overseeing and directing overall EHS management and is supported by the EHS department that integrates EHS considerations into our business. In 2023, a total of 227 employees in manufacturing and R&D facilities, or 56.39 percent of front-line employees, were represented by a formal EHS committee.</p>																												

GRI Index	HKEX Index	Description	Response																
GRI 403-1, 403-2 and 403-3	HKEX KPI B2.3	<p>Hazard identification, risk assessment, and incident investigation</p> <p>Occupational health and safety management system</p> <p>Description of occupational health and safety measures adopted, and how they are implemented and monitored, and communication on occupational health and safety</p>	<p>We conduct regular safety inspections and internal EHS audits. We have also established an emergency response system to deal with natural disasters, medical emergencies, fire and explosion emergencies, and chemical spills, among others. We carry out relevant emergency drills regularly to ensure that employees are trained on emergency procedures. All first aid specialists in the plants have received professional training delivered by the local Red Cross, and in our manufacturing facility in Guangzhou, China, we employ a full-time nurse on staff.</p> <p>External assessments are periodically conducted at our manufacturing and R&D sites by governmental agencies, including the Environmental Protection Bureau and Police Bureau. When designing new facilities, we employ qualified third parties to evaluate and design safety features to mitigate risks within our facilities and production lines. Each manufacturing facility and R&D site has an EHS committee comprising of leadership and frontline employees to promote a safety culture, review performance scorecards, investigate safety near misses or incidences, and implement corrective actions.</p> <p>Health & Safety. See page 38. See GRI 403-3-3 for our approach to EHS management.</p>																
GRI 403-4		Worker participation, consultation, and communication on occupational health and safety	Each manufacturing facility and R&D site has an EHS committee comprising leadership and frontline employees to promote a safety culture, review performance scorecards, investigate safety near misses or incidences, and implement corrective actions.																
GRI 403-5		Worker training on occupational health and safety	We conduct occupational health and safety trainings for all our employees and third parties on a regular basis to enhance occupational health and safety awareness and improve their capabilities to cope with safety incidences. Our employees who engage in higher-risk work activities are required to take additional trainings or receive certifications before performing certain tasks. Employees are provided with appropriate personal protective equipment to reduce potential exposure.																
GRI 403-7		Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Responsible Procurement. See page 59. Supplier Risk Assessments. See page 59.																
GRI 403-8		Workers covered by an occupational health and safety management system	All of the employees and contractors in our manufacturing and R&D facilities are covered by our EHS management system.																
GRI 403-9 and 403-10	HKEX KPI B2.1 and B2.2	<p>Work-related injuries and ill health fatalities</p> <p>Total injury rate</p> <p>Lost days due to work injury</p>	<p>Health & Safety. See page 38.</p> <table border="1"> <thead> <tr> <th>Health and Safety Performance in Manufacturing Facilities*</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Total Incident Rate</td> <td>0</td> <td>0.13</td> <td>0.05</td> </tr> <tr> <td>Lost Time Incident Rate</td> <td>0</td> <td>0.07</td> <td>0</td> </tr> <tr> <td>Fatalities</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Health and Safety Performance in Manufacturing Facilities*	2021	2022	2023	Total Incident Rate	0	0.13	0.05	Lost Time Incident Rate	0	0.07	0	Fatalities	0	0	0
Health and Safety Performance in Manufacturing Facilities*	2021	2022	2023																
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Fatalities	0	0	0																
	HKEX Aspect B2: Health and Safety	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	<p>We strictly comply with the applicable laws related to occupational health and safety, such as the workplace safety standards set by the federal U.S. Occupational Safety and Health Administration or state/local safety standards, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, the Technical Specification for Occupational Health Surveillance, the Law of the People's Republic of China on the Prevention and Treatment of Infectious Diseases, and the Provisions of the State Council on the Investigation of Administrative Responsibility for Major Safety Accidents.</p> <p>See GRI 403-3-3 for our approach to EHS management.</p>																
GRI 404: Training and Education 2016 (BeiGene Material Topic: Colleague Engagement & Support)																			
GRI 3-3	HKEX Aspect B3	Management approach	Career Development. See page 33.																
GRI 404-1	HKEX KPI B3.2	The average training hours completed by gender and employee category	BeiGene does not track training hours per employee at this time. For more information, see Education & Training Opportunities, page 33.																
GRI 404-2		Programs for upgrading employee skills and transition assistance program	<p>Career Development. See page 33.</p> <p>BeiGene provides assistance programs to facilitate continued employability for those employees separated from the company.</p>																

GRI Index	HKEX Index	Description	Response
GRI 404-3		Percentage of employees receiving regular performance and career development reviews	One hundred percent of BeiGene's employees receive regular performance and career development reviews.
	HKEX KPI B3.1	The percentage of employees trained by gender and employee category	BeiGene was not able to collect this data in 2023 but is working to add this reporting capability in the future.
GRI 405: Diversity and Equal Opportunity 2016 (BeiGene Material Topic: Diversity, Equity, Inclusion & Belonging)			
GRI 3-3		Management approach	A Culture of Belonging. See page 35.
GRI 405-1		Diversity of governance bodies and employees	Colleague Statistics. See page 36. Board Structure. See page 50. Executive Leadership Team. See page 51.
GRI 405-2		Ratio of basic salary and remuneration of women to men	Compensation & Benefits. See page 31.
GRI 406: Non-discrimination 2016 (BeiGene Material Topic: Diversity, Equity, Inclusion & Belonging)			
GRI 406-1		Incidents of discrimination and corrective actions taken	We are not aware of any incidents of material non-compliance with applicable laws and regulations relating to incidents of discrimination in 2023.
GRI 414: Supplier Social Assessment 2016 (BeiGene Material Topic: Responsible Sourcing)			
GRI 414		Engagement with suppliers to improve social performance	Stakeholder Engagement. See page 52. Supplier Risk Assessments. See page 59.
GRI 416: Customer Health and Safety 2016 (BeiGene Material Topic: Patient Engagement & Advocacy)			
GRI 416-2	HKEX KPI B6.1	Incidents of non-compliance concerning the health and safety impacts of product and services;	0 recalls issued in 2023.
		Percentage of total products sold or shipped subject to recalls for safety and health reasons	
	HKEX Aspect B6	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling, and privacy matters relating to products and services provided, and methods of redress	Patient Safety. See pages 19. Product Quality Control Systems. See page 56. Responsible Marketing. See page 58. In addition, we strive to maintain compliance with the evolving regulatory environment related to product responsibility including, but not limited to, compliance with the ICH Q10 Drug Quality Control System; U.S. Federal Food, Drug, and Cosmetic Act; California Consumer Privacy Act; regulations from the U.S. Food and Drug Administration; EU General Data Protection Regulations ("GDPR"); Patent Law of the People's Republic of China; Regulation on the Administration of Human Genetic Resources of the People's Republic of China; and China Personal Information Protection Law.
	HKEX KPI B6.2	Number of products and service-related complaints received and how they are dealt with	Quality Assurance. See page 56.

GRI Index	HKEX Index	Description	Response
	HKEX KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	<p>Our commercial success depends on our ability to develop and protect our inventions, proprietary technology, and knowledge. We strictly abide by and keep abreast of the requirements of relevant laws and regulations related to intellectual property rights in the countries and regions in which we operate. We also provide training to employees to raise their awareness of intellectual property protection and BeiGene's policies and procedures at least every quarter.</p> <p>We have filed and continue to pursue patent applications and obtained patents in the U.S., Europe, China, and other countries, relating to our medicines, drug candidates, and technologies. In addition, we have updated our employee inventor remuneration policy to further encourage drug innovation and new drug development, and we comply with all applicable laws and regulations regarding inventor remuneration. Our position is laid out in Our Global Statement on Patents and Intellectual Property.</p> <p>We avoid infringing on the valid patents and other intellectual property rights of third parties by conducting Freedom to Operate (FTO) analyses to make sure that the development and commercialization of our medicines do not infringe others' valid patent rights. In certain cases, we rely on in-licensing opportunities to develop, strengthen, and support our development programs. We conduct intellectual property due diligence for in-license and out-license projects to minimize intellectual property risks.</p> <p>Protecting Against Counterfeit & Illicit Medicines . See page 56. Responsible Marketing. See page 58.</p>
	HKEX KPI B6.4	Description of quality assurance process and recall procedures	Quality Assurance. See page 56.
GRI 417: Marketing and Labeling 2016 (BeiGene Material Topic Business Ethics and Integrity)			
GRI 3-3		Management approach	Responsible Marketing. See page 58.
GRI 417-1		Requirements for product and service information and labeling	Responsible Marketing. See page 58.
GRI 417-2		Incidents of non-compliance concerning product and service information and labeling	In 2023, we are not aware of incidents of non-compliance concerning product and service information and labeling.
GRI 417-3		Incidents of non-compliance concerning marketing communications	In June 2023, Pharmacyclics filed a patent infringement suit against BeiGene in the U.S. District Court for the District of Delaware, alleging that BeiGene's commercialization of BRUKINSA infringes it U.S. Patent No. 11,672,803 ("the 803 Patent"). While BeiGene respects valid intellectual property rights, BeiGene strongly believes that the 803 Patent is overly broad and invalid. BeiGene will vigorously defend against Pharmacyclics' claims. Our formal press release can be found here .
GRI 418: Customer Privacy 2016 (BeiGene Material Topic: Patient Engagement & Advocacy)			
GRI 3-3	HKEX B6.5	Management approach/description of consumer data protection and privacy policies and how they are implemented and monitored	Data Privacy & Cybersecurity. See page 55.
GRI 418-1		Substantiated complaints concerning breaches of customer privacy and losses of customer data	BeiGene did not receive any complaints concerning breaches of customer privacy or losses of customer data. Nor we have experienced any breach in 2023.

SASB Index

SASB Index	Description	Response
210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	<p>BeiGene is part of sector 3520: Pharmaceuticals, Biotechnology, and Life Sciences, according to the Global Industry Classification Standard (GICS). BeiGene is a global biotechnology company that is developing and commercializing innovative medicines to improve treatment outcomes and access for patients worldwide. BeiGene manufactures our medicines in China and, in 2022, broke ground on a new manufacturing facility in the U.S.</p> <p>BeiGene's upstream value chain primarily consists of the production and transport of the materials needed to conduct R&D activities and to manufacture and package our medicines. In addition, BeiGene relies upon a global network of clinics, hospitals, and other partners to conduct clinical trials. BeiGene's downstream value chain includes distribution partners and a larger network of clinics from which BeiGene's medicines are administered to patients.</p> <p>Quality Assurance. See page 56. Clinical Trial Excellence. See page 16. Patient Safety. See page 19. Data Privacy & Cybersecurity. See page 55.</p>
210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: Voluntary Action Indicated (VAI) and Official Action Indicated (OAI)	We currently do not report on this information.
210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Reference page 114 of our 2023 Form 10-K for information on our legal matters.
240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Expanded Access Programs. See pages 21. Improving Access for Chronic Lymphocytic Leukemia (CLL) Patients (Max Foundation). See page 21.
240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	There is currently no BeiGene product on the list.
240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Reference page 114 of our 2023 Form 10-K for information on our legal matters.
240b.2	Percentage change in: average list price and average net price across U.S. product portfolio compared to previous year	We currently do not report on this information.
240b.3	Percentage change in: list price and net price of product with largest increase compared to previous year	We currently do not report on this information.
250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	FDA Adverse Event Reporting System (FAERS) Public Dashboard
250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	FDA Adverse Event Reporting System (FAERS) Public Dashboard
250a.3	Number of recalls issued, and total units recalled	0 recalls issued in 2023.
250a.4	Total amount of product accepted for takeback, reuse, or disposal	In 2023, BeiGene developed a partnership with the Pharmaceutical Product Stewardship Work Group (PPSWG) in the U.S. It is their mission to provide infrastructure, guidance, and subject matter expertise to support member compliance and improve awareness of existing pharmaceutical takeback programs and options for consumers. We do not currently track the amount of product returns on a global basis.
250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	We currently do not report on this information.

SASB Index	Description	Response
260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Protecting Against Counterfeit & Illicit Medicines. See page 56.
260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Protecting Against Counterfeit & Illicit Medicines. See page 56.
260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Protecting Against Counterfeit & Illicit Medicines. See page 56.
270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Reference page 114 of our 2023 Form 10-K for information on our legal matters.
270a.2	Description of code of ethics governing promotion of off-label use of products	Responsible Marketing. See page 58.
330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Building Our Team. See page 28. Career Development. See pages 33. See GRI Chart 401-1 .
330a.2	Voluntary and involuntary turnover rate for: executives/senior managers, mid-level managers, professionals, and all others	Colleague Engagement & Support. See page 29.
430a.1	Percentage of entity's facilities and Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients.	Supplier Risk Assessments. See pages 59.
510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Reference page 114 of our 2023 Form 10-K for information on our legal matters.
510a.2	Description of code of ethics governing interactions with health care professionals	Business Ethics. See page 54. Anti-Bribery & Corruption. See page 54. Responsible Marketing. See page 58. We implement anti-corruption control measures and strictly follow relevant laws and regulations against corruption, extortion, fraud, bribery, and unfair competition, such as the Sarbanes-Oxley (SOX) Act, the U.S. Anti-Kickback Statute, UK Antibribery Act, the U.S. Foreign Corrupt Practices Act, and the Law of the People's Republic of China against Unfair Competition.
000.A	Number of patients treated	Expanding Our Commercial Presence. See page 20.
000.B	Number of drugs in portfolio, and in research and development (Phases 1-3)	See Pipeline and Our Medicines on the BeiGene corporate website, www.beigene.com .

Task Force on Climate-Related Financial Disclosures

In this index, we provide guidance to where we disclose information regarding our strategy, risks, governance and metrics related to climate change and its potential impacts, positive or negative, on our business and our stakeholders. We reference the structure outlined by the Task Force on Climate Related Financial Disclosures and provide information to the extent that it is available and suitable for public dissemination. We also include information regarding short-, medium-, and long-term risks and opportunities presented by climate change, our research on the potential impacts of climate change to our business, and our efforts to engage stakeholders in these discussions.

Over the past two years, we have also explored different climate scenarios to better understand the risks and opportunities across our operations and how they may impact our company now and in the future. Our goal is to make our business more resilient and to recognize and leverage emerging opportunities for growth.

Strategy	For information regarding our strategy to address climate change, please see pages 42-44 in this report.
Governance	For information regarding governance issues related to climate change, please see page 41 in this report.
Risks	For information regarding how we assess and analyze risks related to climate change, please see page 45 in this report.
Metrics	For information regarding metrics related to our performance relevant to climate change, please see pages 46-47 in this report.

About This Report

BeiGene reports on our Responsible Business & Sustainability performance annually. This report covers BeiGene's performance in the fiscal year 2023, which ended on December 31, 2023, and aligns with our financial reporting. The report, published on April 26, 2024, was developed in reference to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the Task Force on Climate-Related Financial Disclosures (TCFD). This report was developed using principles of accuracy, balance, clarity, comparability, completeness, sustainability context, and timeliness and also serves as BeiGene's RB&S Report in accordance with Appendix 27: Environmental, Social, and Governance Reporting Guide of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and Guidelines of Shanghai Stock Exchange of Self-Regulation for Listed Companies No. 1 - Standardized Operation. Performance data includes BeiGene's owned and operated facilities for the fiscal years 2021 to 2023 unless otherwise noted. All data are as of December 31, 2023, except where noted. All monetary figures are in United States Dollars (USD). This report was reviewed by internal subject matter experts, BeiGene leadership, and our Board of Directors. Questions or comments about BeiGene's Responsible Business & Sustainability performance or this report may be submitted to CorporateAffairs@BeiGene.com.



Forward-Looking Statement

Certain statements contained in this report, as well as websites or materials cross-referenced herein, other than statements of fact that are independently verifiable at the date hereof, constitute forward-looking statements. Examples of such forward-looking statements include statements regarding our Responsible Business & Sustainability strategy, progress, and goals; BeiGene's overall growth potential; the potential of, and expectations for, our commercial business and pipeline programs; our future financial and operating results; and BeiGene's plans, commitments, aspirations, and goals under the heading "About BeiGene." Actual results may differ materially from those indicated in the forward-looking statements as a result of various important factors, including BeiGene's ability to make progress toward and achieve its Responsible Business & Sustainability goals; BeiGene's ability to demonstrate the efficacy and safety of its drug candidates; the clinical results for its drug candidates, which may not support further development or marketing approval; actions of regulatory agencies, which may affect the initiation, timing, and progress of clinical trials and marketing approval; BeiGene's ability to achieve commercial success for its marketed medicines

and drug candidates, if approved; BeiGene's ability to obtain and maintain protection of intellectual property for its medicines and technology; BeiGene's reliance on third parties to conduct drug development, manufacturing, commercialization, and other services; BeiGene's limited experience in obtaining regulatory approvals and commercializing pharmaceutical products and its ability to obtain additional funding for operations and to complete the development and commercialization of its drug candidates and achieve and maintain profitability, as well as those risks more fully discussed in the section entitled "Risk Factors" in BeiGene's most recent periodic report filed with the U.S. Securities and Exchange Commission (SEC), as well as discussions of potential risks, uncertainties, and other important factors in BeiGene's subsequent filings with the SEC. Except where otherwise noted, all information in this presentation is as of the date of this presentation, and BeiGene undertakes no duty to update such information unless required by law.

The inclusion of information contained in this document should not be construed as a characterization regarding the "materiality" of that information in the context of the U.S. federal securities laws or any other regulatory framework, even where we use words such as "material" or "materiality." Our approach to Responsible Business & Sustainability disclosures is informed by impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and, therefore, the inclusion of topics

in this report does not indicate that such topics are material to BeiGene's business, operations, or financial condition. Website references and hyperlinks throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated into this report. We assume no liability for any third-party content contained on the referenced websites.





BeiGene

2023 Responsible Business & Sustainability Report