



2025 Environmental, Social and Governance Report

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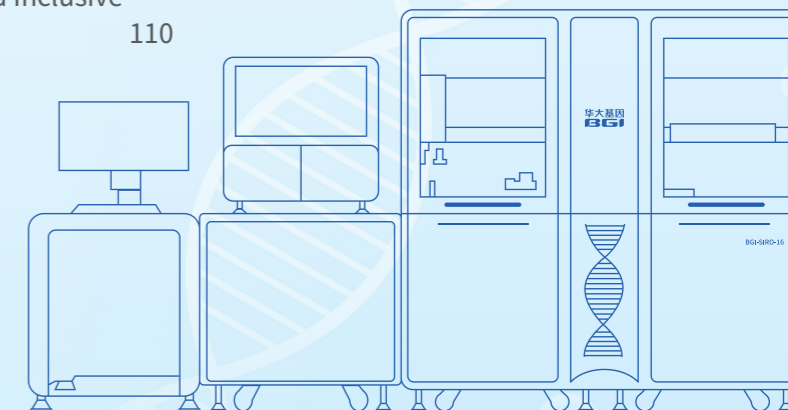
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About This Report

Introduction

This Report is the Environmental, Social and Governance Report issued by BGI Genomics Co., Ltd. (hereinafter referred to as "BGI Genomics" or the "Company") to its stakeholders. The Company has systematically reviewed and presented its key ESG management initiatives, progress, and performance in 2025, framed within the three dimensions of environment, society, and corporate governance. This Report illustrates the Company's approaches and achievements in implementing sustainability concepts in its daily operations and management activities. Through clearer and more traceable disclosure of responsibility information, the Company hopes to help all stakeholders fully understand its ESG practices and respond promptly to their concerns and expectations.

Reporting Period

This Report covers the period from January 1, 2025, to December 31, 2025. To enhance comparability, some content has been appropriately extended to previous and subsequent years.

Reporting Boundary

This Report is based on BGI Genomics Co., Ltd. as the main entity. Unless otherwise specified, the scope of this Report is consistent with the scope of the Company's consolidated financial statements for its 2025 annual report, covering the group's headquarters and its subordinate branches and subsidiaries.

Data Sources

The qualitative and quantitative information used in this Report is derived from BGI Genomics' official internal documents and annual reports. The data disclosed in this Report is sourced from the Company's actual operational raw data, publicly available government data, annual financial data, internal statistical reports, third-party surveys, and third-party evaluation interviews. The financial data in this Report is denominated in RMB. In case of any discrepancies with the Company's annual financial report, the annual financial report shall prevail.

Preparation Basis

United Nations Sustainable Development Goals (SDGs)

Global Reporting Initiative (GRI) Standards

Self-Regulatory Guidelines No. 2 for Listed Companies on Shenzhen Stock Exchange – Standardized Operation of Companies Listed on the ChiNext Market

Self-Regulatory Guidelines No. 17 for Listed Companies on Shenzhen Stock Exchange – Sustainability Report (for Trial Implementation)

Self-Regulatory Guidance No. 3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange – Preparation of Sustainability Reports

Definitions

For ease of expression and reading, BGI Genomics Co., Ltd. is also referred to as "BGI Genomics", the "Company", or "we" in this Report.

How to Obtain the Report

This Report is available in electronic format. You can view it on the Company's website (<https://www.bgi.com/>) or on CNINFO (<http://www.cninfo.com.cn>). If you have any questions or suggestions regarding this Report, please send an email to info@genomics.cn or call +86-755-36307265

2026: A New Journey of Integrity and Innovation — Safeguarding Public Health Through Genomics



Chairman
Wang Jian

To all our partners, friends from all walks of life who care for and support BGI Genomics, and every investor:

The year 2025 was a year of transformation, building momentum, and steady quality improvement for BGI Genomics. We remained true to our original aspiration in scientific research, deepened our industrial application, and continuously solidified our foundation in technological innovation and global expansion, leveraging our proprietary technology platforms and core big data advantages to gather momentum for a new round of strategic upgrades. This confidence in our steady progress is inseparable from the valuable experience accumulated through the dedicated efforts of our past management teams, and even more so from the united and concerted efforts of all BGI employees and partners from all sectors.

The year 2026 is a crucial year for forging ahead and achieving breakthroughs. As the inaugural year of the "15th Five-Year Plan", we are closely following the national strategic direction driven by technological innovation and meeting the era's demand for technological self-reliance, seizing the momentum to plan for the long term. The Year of the Horse symbolizes momentum and breakthroughs. Standing at the forefront of an era where bio-intelligence and globalization are deeply integrated, BGI Genomics will be driven by the twin engines of AI and globalization. We will anchor our efforts in three major directions: "stable growth in core business, leapfrog development of our life platform, and incremental expansion of our global footprint", as we forge ahead to embark on a new journey of high-

quality development.

With stable growth as our foundation, we are committed to improving quality and efficiency and serving public well-being. We will continue to focus on the steady growth and profitability of our core business, strengthen lean operations and cost control, and build a solid foundation for development through sound management. We will steadfastly uphold our mission of "Omics for All", making dedicated progress in critical public-need areas such as reproductive health, cancer prevention and control, infectious diseases, and chronic disease management. We will use cutting-edge technology to build a strong line of defense for public health and safeguard the well-being of every family with the warmth of technology.

With intelligent large models at our core, we will transition to a life and health intelligence platform. We will comprehensively promote the deep integration of AI and life sciences. Using the large-scale application of the GeneT clinical large model as a key entry point, we will significantly improve the efficiency of pathogenic site analysis, reduce the cost of gene interpretation, and strive to close the loop between data governance and clinical translation. This will drive the Company's transformation from a gene testing service provider to a life and health intelligence platform. By training vertical-domain life science large models with multi-omics data, we aim to bring gene testing into the hundred-yuan era. Meanwhile, our SIRO high-throughput gene testing localized medical solution integrates the four core advantages of standardization, automation, informatization, and intelligence, truly realizing the large-scale and in-depth application of artificial intelligence technology in the field of gene sequencing.

With globalization as our wings, we will expand into the "Belt and Road" and BRICS countries. We will make overseas expansion a core engine for growth, adhering to a country-specific and deeply localized approach. Through a "technology export + local cooperation" model, we will deepen overseas technology transfer and industrial implementation, integrate local supply chains, and collaborate with other Chinese enterprises going abroad to bring China's gene technology, standards, and services to the world.

In 2026, challenges and opportunities coexist, and our original aspiration and mission go hand in hand. Standing at the forefront of an era where biotechnology and the digital economy are deeply integrated, all of us at BGI will always embody the rigor of researchers, the passion of entrepreneurs, and the responsibility of strivers. We will empower life sciences with AI, connect the world through globalization, and work together to create a magnificent vision of gene technology safeguarding life and benefiting all of humanity!

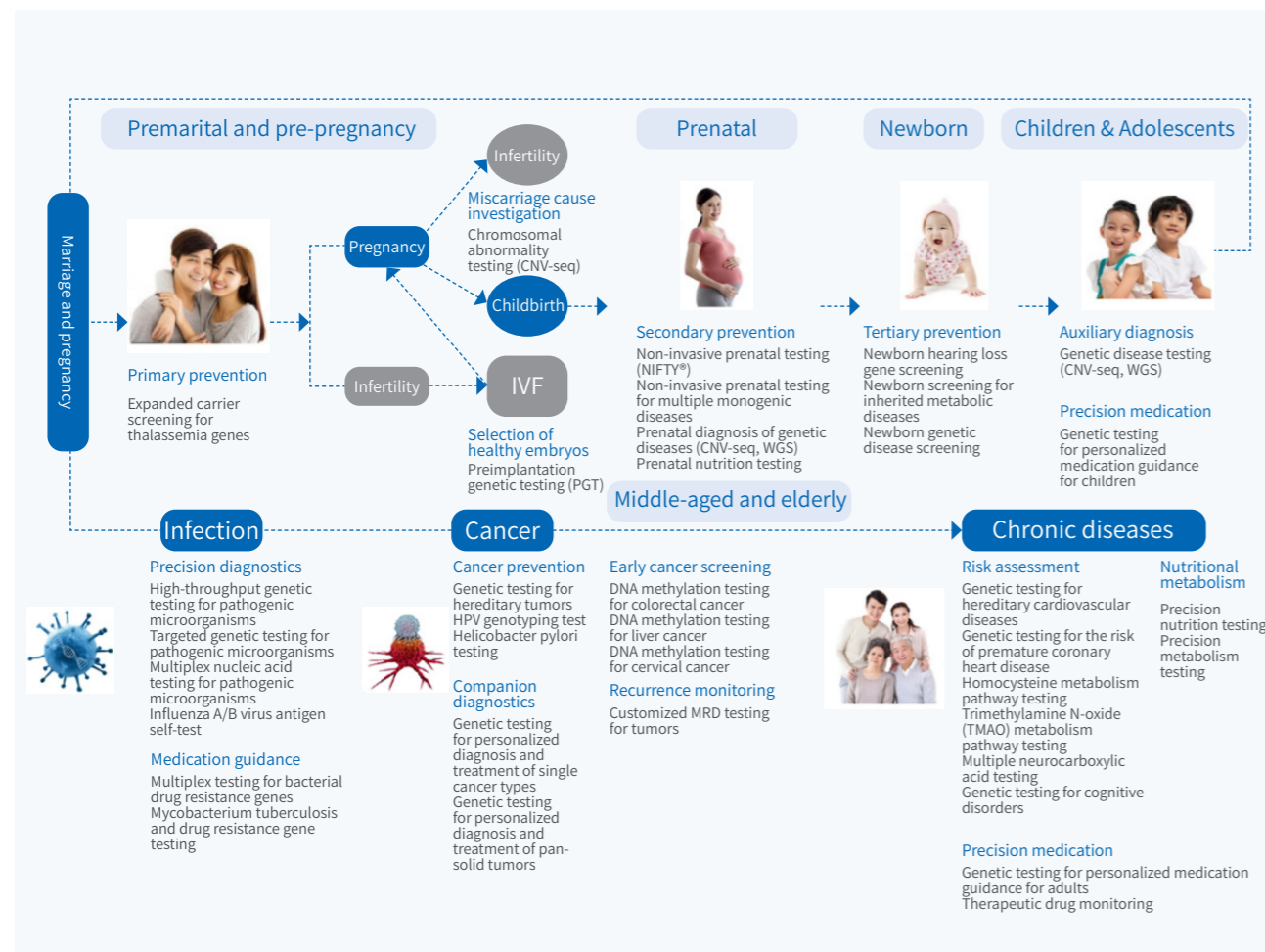
About BGI Genomics

Company profile

As a leader in the global genomics sector, BGI Genomics upholds the mission of "Omics for All." Through over 20 years of talent acquisition, scientific research, and industrial development, we have established a marketing and service network covering more than 100 countries and all provinces, municipalities, and autonomous regions in China. We have become one of the few technology companies that cover the entire industry chain and all application fields in our sector. Leveraging our technologically advanced, fully equipped, and large-scale multi-omics output platform, we have become one of the world's few providers of scientific and technological services and operators of precision medicine services.

● Main business

The Company's main business is to provide research services, comprehensive solutions for precision medicine testing, and health management services for scientific research institutions, enterprises and public institutions, medical institutions, and social health organizations through multi-omics and big data technologies such as gene testing, mass spectrometry testing, bioinformatics analysis, and medical intelligent large models.



In the field of reproductive health, the Company provides a complete "Five-pre" maternal and child health management product system, covering the pre-marital, pre-conception, prenatal, neonatal, and child growth stages. In cancer prevention and control, it has formed a closed-loop management system for the entire life cycle of tumors, focusing on "prevention, screening, diagnosis, and monitoring," offering comprehensive testing services at each stage. For chronic disease management, the Company is committed to improving the efficiency of screening and treatment for cardiovascular and cerebrovascular diseases and cognitive disorders, promoting a diagnosis and treatment model centered on prevention and proactive health. In the area of infection prevention and control, it has developed precise testing product solutions for everything from common community infections to complex hospital-acquired infections, meeting the needs of all-scenario testing.

● Business regions

Headquartered in Shenzhen, China, the Company has branches and medical laboratories in major domestic cities such as Beijing, Tianjin, Wuhan, Shanghai, and Guangzhou. It also has overseas centers and core laboratories in regions including Hong Kong, Europe, Asia-Pacific, and the Middle East. It has established a network that covers the entire country and reaches globally, with business operations in over 100 countries and regions. This includes more than 2,000 research institutions and 2,400 medical institutions in China, over 3,000 overseas medical and research institutions in Europe, the Americas, and the Asia-Pacific region, and cooperative relationships with health authorities in more than 30 countries and regions.

● Corporate culture



Core honors of 2025

★

2025 Top 20 Chinese Biopharmaceutical Companies for ESG Performance



Selected as a demonstrative case in "Biomedicine" for new quality productive forces practice by the *Global Times*

★

2025 Top 500 Chinese Enterprises for ESG Competitiveness



ChinaFund "2025 China Listed Companies Yinghua Award – A-share ESG Demonstration Case"



Won two first prizes of the 2024 Guangdong Provincial Science and Technology Progress Award



Selected for the "Top 100 Listed Healthcare Companies by Innovation Capability"



Selected as one of 36Kr's "2025 Innovative Enterprises for Globalization"



Recognized as "Outstanding Sci-tech Innovation Enterprise of the Year"



"Large-scale Application of AI-driven Precision Medicine Big Data" won the People's Artisan Technology Award



Selected into the 2025 China Technology Fast 50



Selected by the National Data Administration as a pioneering unit for "High-quality Sector Dataset Construction"






ESG management




Communications with stakeholders

BGI Genomics identifies government and regulatory agencies, shareholders and investors, customers, employees, suppliers and partners, and the community and public as its core stakeholders. Through regular communication mechanisms such as earnings calls, investor surveys, customer forums, employee interviews, and supplier conferences, the Company continuously collects stakeholder requests and suggestions to align its ESG work with their needs and concerns.

BGI Genomics' key stakeholders and communication methods

Stakeholders	Topics of concern	Communication and response channels
 Shareholders and senior management	Corporate governance Risk and compliance management Anti-commercial bribery and anti-corruption Anti-unfair competition Due diligence Communications with stakeholders	Convening of the Two Meetings Periodic information disclosure Internal audit Roadshows and communication with the Company
 Customers	Product safety and quality Customer service Innovation-driven development Data security and customer privacy protection	On-site communication Market research Customer complaint handling Customer satisfaction surveys Information security protection
 Employees	Employee employment Protection of employee rights Employee training and development Occupational health and safety	Employee activities Employee training Employee care Employee forums Employee handbook Employee health check-ups

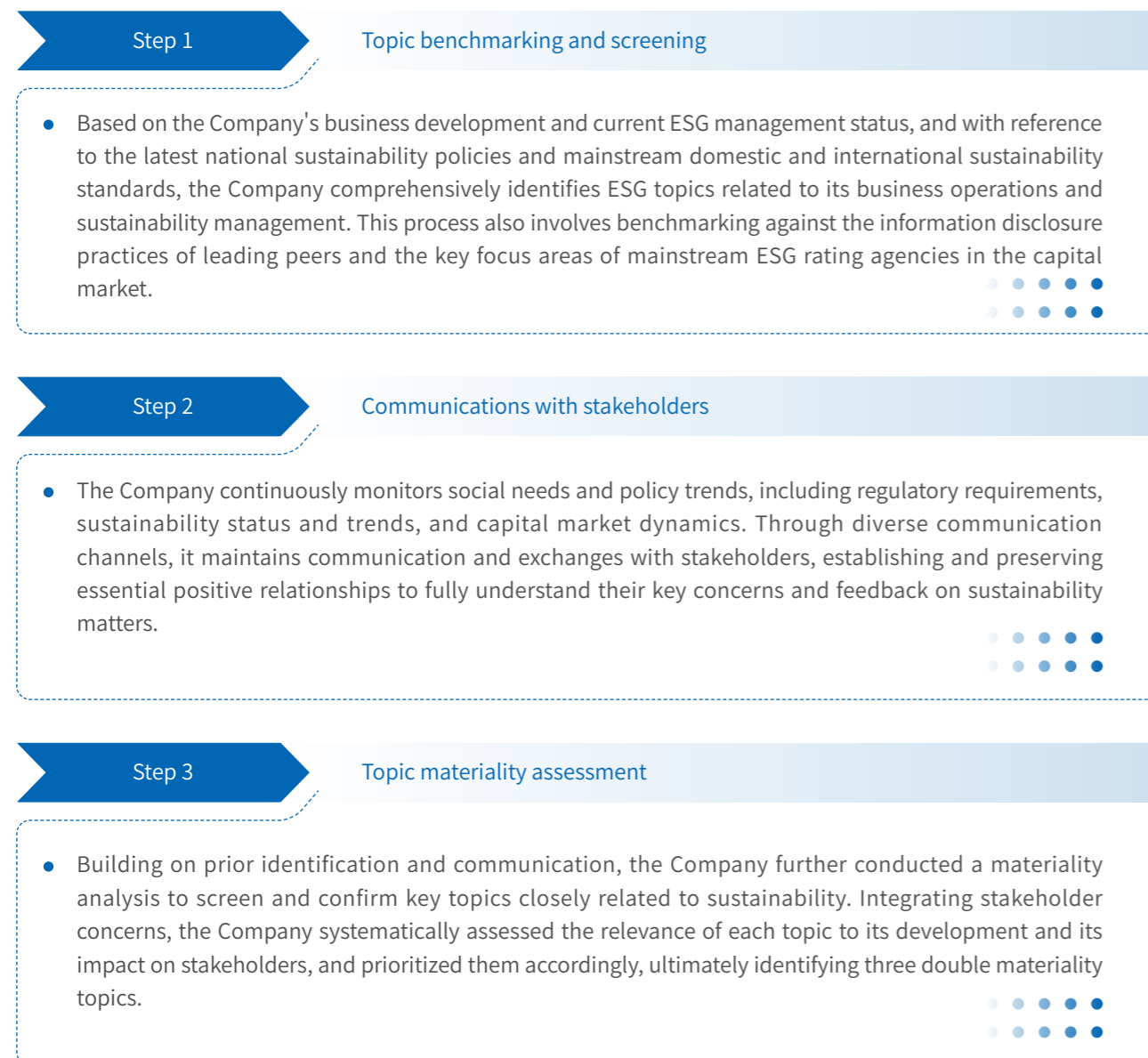


Stakeholders	Topics of concern	Communication and response channels
 Government and regulatory agencies	Corporate governance Risk and compliance management Anti-commercial bribery and anti-corruption Ethics of science and technology Environmental compliance management Pollutant and waste management	Regular communication and reporting On-site review Institutional research Policy implementation Information disclosure
 Partners	Supply chain security Industry collaboration Product safety and quality Customer service Equal treatment to small and medium-sized enterprises	Public bidding meetings Supplier audit Strategic cooperation Participation in industry exhibitions Exchange visits
 Community, public, and media	Pollutant and waste management Contributions to the society and rural revitalization Medical accessibility	Environmental management Community volunteer activities Medical community activities Social welfare support projects

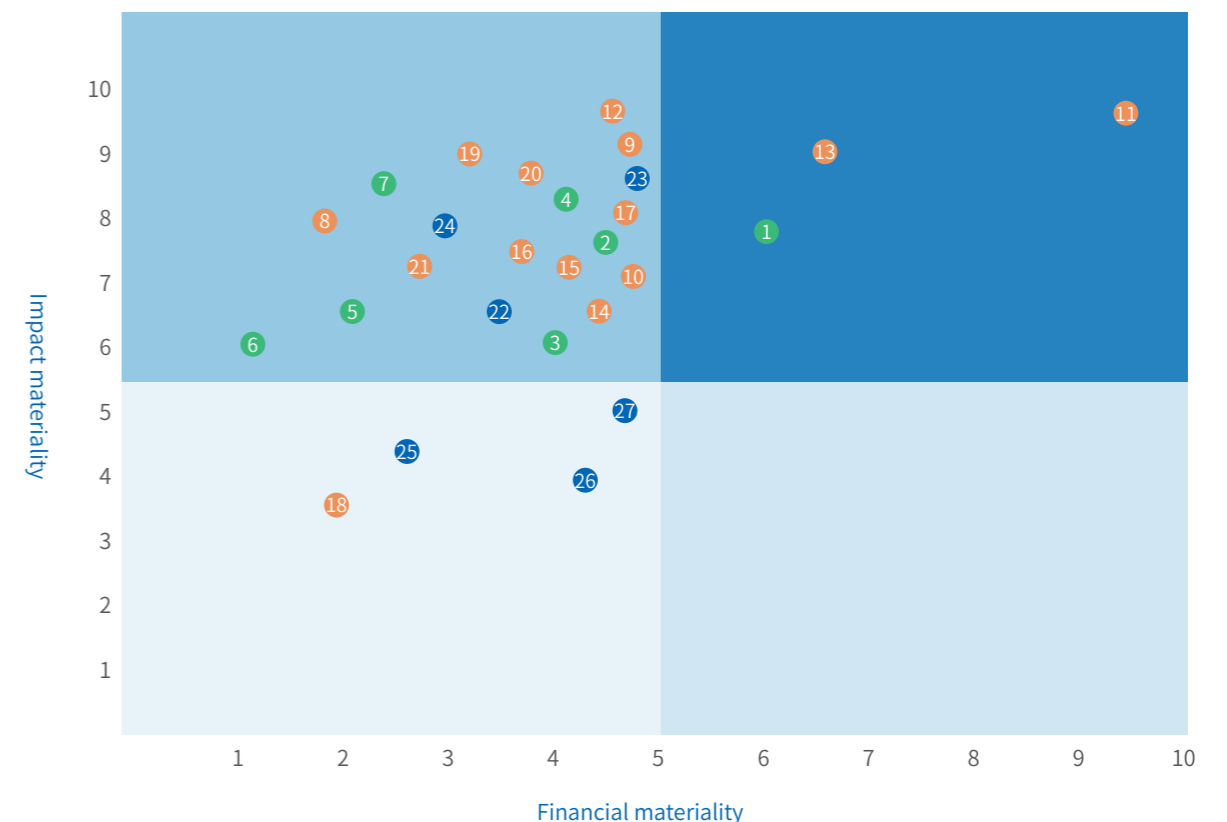
Double materiality analysis

In 2025, guided by national policies, research on domestic and international social responsibility standards, and industry benchmarking, BGI Genomics conducted a systematic materiality analysis based on its business development strategy, operational management practices, and key stakeholder concerns. Through a process of topic identification, assessment, and confirmation, the Company ultimately identified a total of 27 material ESG topics to address stakeholder demands more effectively. The Company prioritized these topics based on the two dimensions of financial materiality and impact materiality, providing a basis for defining annual sustainability management priorities, optimizing implementation sequences, and setting long-term and specific ESG goals.

BGI Genomics' materiality analysis steps



Environmental dimension	Social dimension		Governance dimension
1.Environmental compliance management	8.Contributions to the society and rural revitalization	15.Protection of employee rights	22.Corporate governance
2.Energy usage	9.Innovation-driven development	16.Employee training and development	23.Risk and compliance management
3.Water resource management	10.Supply chain security	17.Occupational health and safety	24.Anti-commercial bribery and anti-corruption
4.Pollutant and waste management	11.Product safety and quality	18.Equal treatment to small and medium-sized enterprises	25.Anti-unfair competition
5.Circular economy	12.Customer service	19.Ethics of science and technology	26.Due diligence
6.Ecosystem and biodiversity conservation	13.Data security and customer privacy protection	20.Medical accessibility	27.Communications with stakeholders
7.Addressing climate change	14.Employee employment	21.Industry collaboration	



Sustainability governance

In accordance with the *Working Rules of the Board of Directors' Environmental, Social and Governance (ESG) Committee*, BGI Genomics has established and continuously improved its sustainability governance structure. The Company has embedded ESG requirements into the entire process, including Board of Directors' supervision, specialized committee deliberation, management execution, and functional department implementation. This has gradually formed a closed-loop ESG system with clear responsibilities, a complete chain, and top-down integration, providing institutional support for the Company's high-quality and sustainable development.

BGI Genomics' ESG structure



BGI Genomics was honored with the ChinaFund "2025 China Listed Companies Yinghua Award – A-share ESG Demonstration Case"

Linking ESG performance with senior executive remuneration

BGI Genomics has formulated and improved the *Remuneration Management System for Directors and Senior Management*, linking the remuneration of directors and senior management with the Company's long-term interests and sustainability. The performance-based remuneration of senior management is tied to annual operating performance and individual performance evaluations. Furthermore, a clawback mechanism for remuneration strengthens constraints on governance risk behaviors such as major violations of laws and regulations and financial fraud.

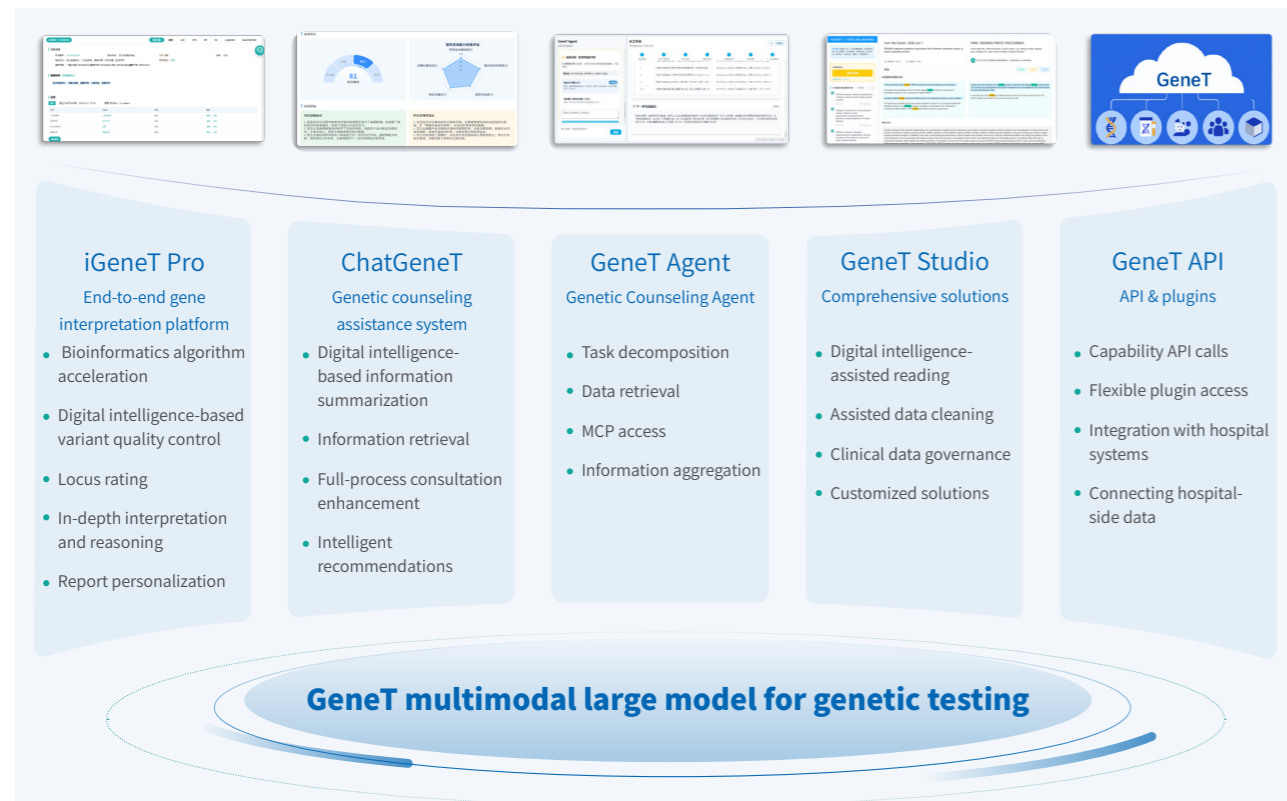


Special Topic

Intelligently Shaping the Future of Genomics, Empowering a New Ecosystem of Precision Medicine with Digital Intelligence

In accordance with the *Working Rules of the Board of Directors' Environmental, Social and Governance (ESG) Committee*, BGI Genomics has established and continuously improved its sustainability governance structure. The Company has embedded ESG requirements into the entire process, including Board of Directors' supervision, specialized committee deliberation, management execution, and functional department implementation. This has gradually formed a closed-loop ESG system with clear responsibilities, a complete chain, and top-down integration, providing institutional support for the Company's high-quality and sustainable development. BGI Genomics continues to advance the deep integration of "gene technology + artificial intelligence" and expand its layout in "generative biological intelligence." Building on its existing capabilities in genetic testing, genetic counseling, and health management, the Company further enhances its AI product matrix by focusing on a multimodal large model for genetic testing, an end-to-end intelligent interpretation platform, a genetic counseling assistance system, research support tools, and ecosystem connectivity. This promotes the upgrade of AI from single-point tool applications to multi-scenario, full-process collaborative empowerment. With the GeneT multimodal large model for genetic testing as its foundational capability, the Company continues to expand its products and solutions, including iGeneT Pro, ChatGeneT, GeneT Agent, GeneT Studio, and GeneT API, gradually forming an intelligent system that covers clinical interpretation, counseling assistance, research support, data governance, and capability output.

BGI Genomics' digital intelligence product matrix



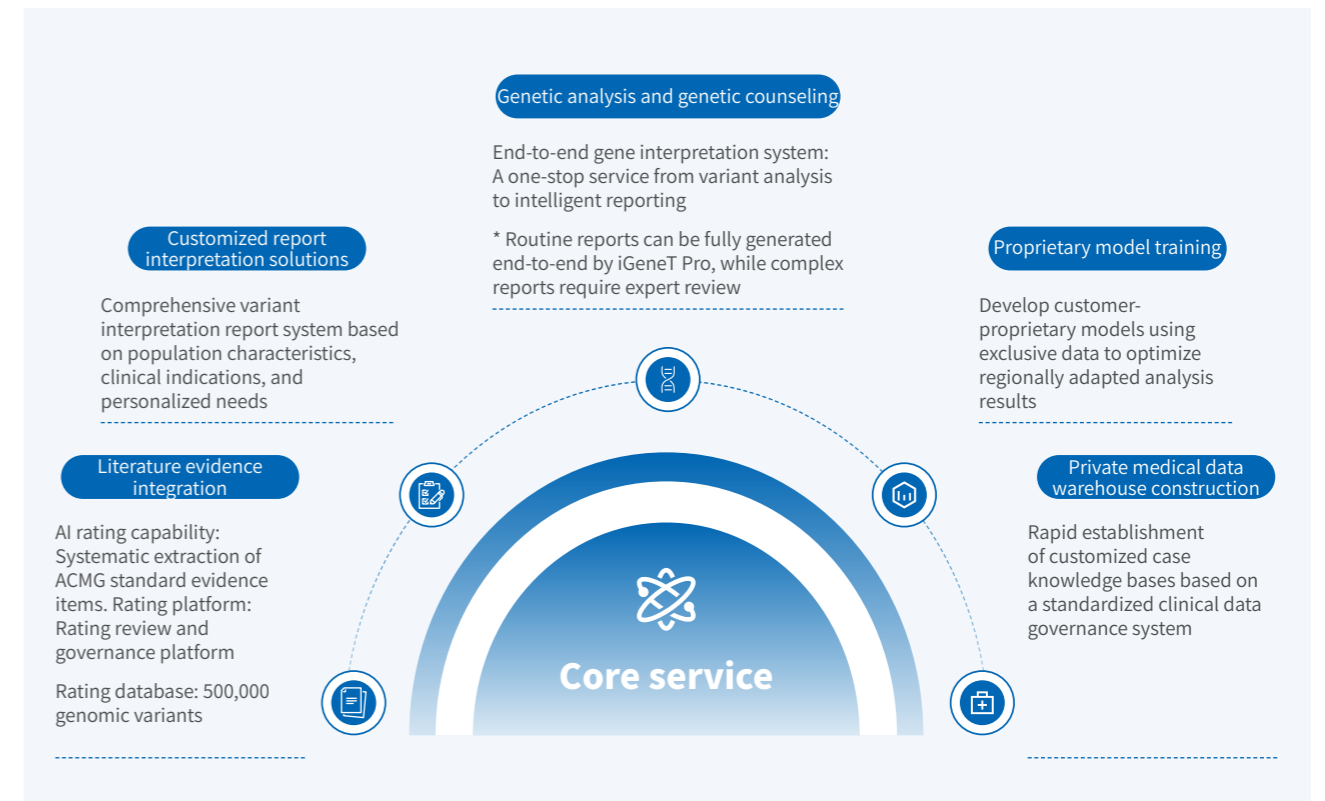
Genetic digital intelligence strategy

BGI Genomics regards artificial intelligence and digital intelligence as important engines for its strategic transformation and upgrading. Centered on the overall concept of "generative biological intelligence," the Company continuously explores new paths to enhance the efficiency of life data insight and application through intelligent means. In terms of its strategic path, the Company has established an implementation pathway of "technological innovation – product launch – large-scale operation" centered around the "ALL Plan." It adheres to a product strategy of "large models + vertical applications" to form a sustainable competitive advantage and long-term growth momentum.

iGeneT Pro: Promoting quality and efficiency in end-to-end gene interpretation

At the clinical application level, BGI Genomics has launched iGeneT Pro, a professional-grade intelligent interpretation platform for genetic testing. This platform promotes the evolution of genetic testing from traditional multi-step, serial operations to an integrated model of "file upload – intelligent analysis – report generation – expert review." The platform can perform multi-level bioinformatics analysis for SNV, CNV, and SV, and supports single sample upload, batch upload, re-analysis, and re-inference. Combined with AI-powered variant quality control, evidence integration, automated interpretation, and explainable decision-making capabilities, it reduces repetitive manual labor and improves interpretation efficiency. Clinical validation results show that iGeneT Pro has accumulated a similar case library, achieving a 99.8% recall rate for the top 30 prioritized variants in over 30,000 clinical validations. In terms of quality control, the accuracy for SNP and Exon CNV quality control has reached 99.3%.

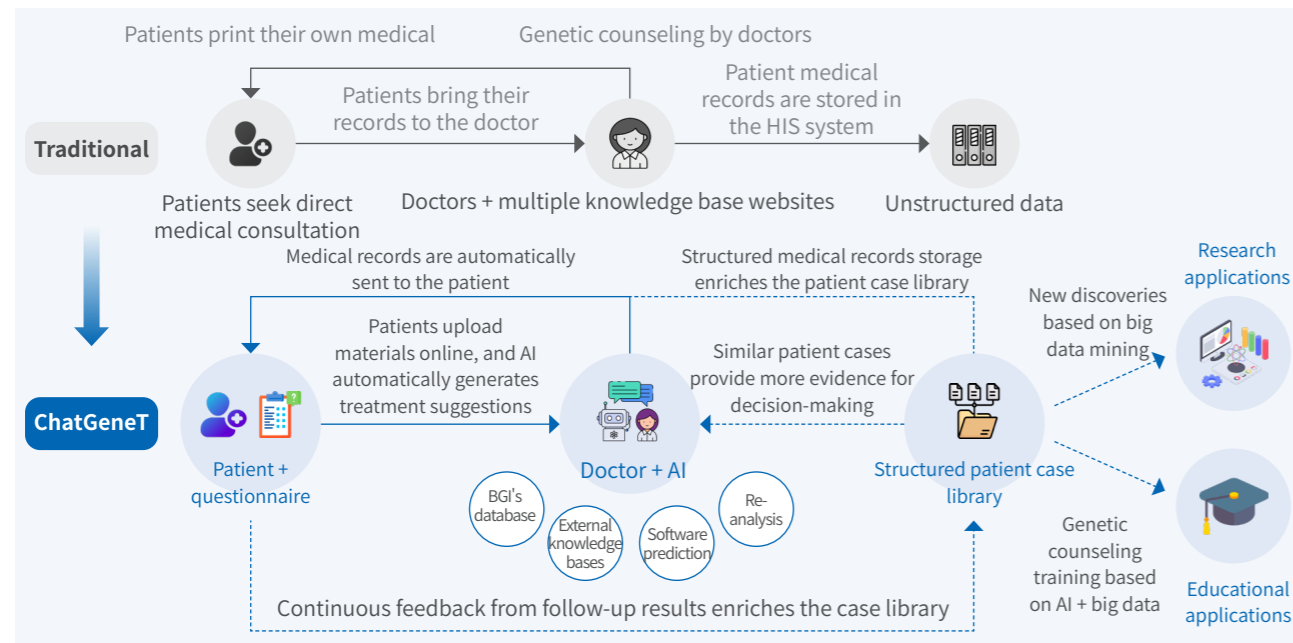
iGeneT Pro core applications and advantages



ChatGeneT: Genetic counseling assistance system and talent cultivation tool

To address pain points in genetic counseling such as talent shortages, decision-making overload, information fragmentation, outdated knowledge, and weak follow-up management, BGI Genomics continuously improves the ChatGeneT genetic counseling assistance system, promoting the empowerment of large intelligent models across all stages of consultation—before, during, and after. The system supports pre-consultation with a patient-facing large intelligent model, automatic extraction of test results, and generation of structured consultation checklists. For doctors, it offers functions like knowledge queries, consultation assessment, treatment suggestions, and communication advice, helping to improve consultation efficiency and quality. Additionally, ChatGeneT can support re-analysis of genetic testing reports, similar case queries, and educational training scenarios. The educational version of ChatGeneT assists in doctor training and talent development through methods like simulating patient dialogues with a large intelligent model, enhancing personalized consultations, and providing multi-dimensional capability assessments, further expanding the application boundaries of artificial intelligence in the genetic counseling ecosystem.

Application paradigm of the ChatGeneT genetic counseling assistance system



ChatGeneT education edition application cases

GeneTAgent: Intelligent agent for genetic analysis scenarios

The GeneT Agent is capable of task decomposition, database retrieval, consultation enhancement, self-reflection, and pathogenicity analysis. It can call upon GeneT-related scenario capabilities in a one-stop manner, identify user needs through task-based decision-making, conduct personalized consultations, intelligently detect conflicting data and dynamically optimize, automatically retrieve literature evidence to rate pathogenicity in real time, and aggregate information from professional databases to meet more flexible demands for genetic counseling and intelligent analysis.



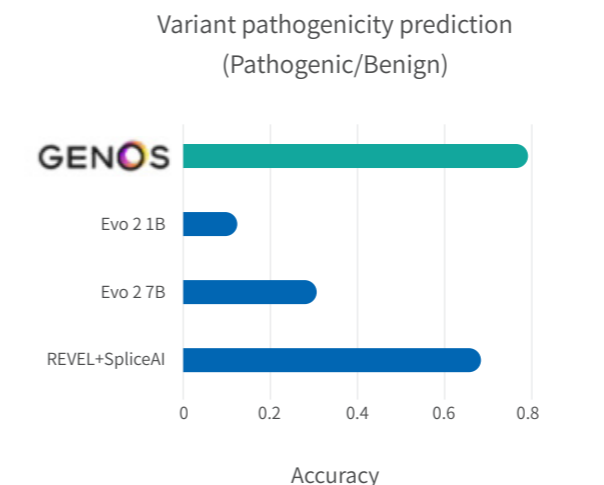
One-stop access to the full-scenario interface of GeneT

GeneT Studio & GeneT API: Expanding the boundaries of scientific research and ecosystem empowerment

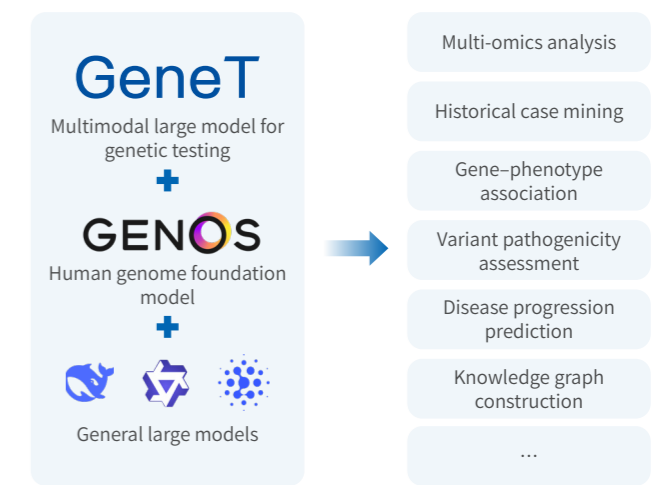
GeneT Studio is a solution focused on scientific research and data governance scenarios. It integrates capabilities for intelligent literature reading, rapid data retrieval, data cleaning, and structured normalization. Through collaboration among GeneT, Genos, and general large language models (LLMs), it supports tasks such as gene-phenotype association analysis, variant pathogenicity assessment, historical case mining, disease progression prediction, and knowledge graph construction, driving the transformation of existing life science data into high-value resources that are usable, analyzable, and translatable.

Meanwhile, GeneT API, as a capability output interface layer, further strengthens ecosystem connectivity and hospital-side enablement. It supports API calls, plugin integration, and connections to hospital systems, facilitating the embedding of relevant models and analytical capabilities into the business workflows of hospitals, testing laboratories, and partners. This enhances product adaptability, deployability, and scalability, reinforcing the development of an open, collaborative digital intelligence ecosystem for precision medicine.

Accuracy of the Genos human genome foundation model



GeneT + Genos + LLM joint multi-large-model data analysis mechanism



Good Governance for a Solid Foundation and Steady Progress

BGI Genomics has always regarded high-quality governance as the fundamental guarantee for sound operations and long-term value creation. We are committed to building a solid foundation for development through a standardized and transparent governance system, safeguarding strategic execution with prudent and forward-looking risk awareness, and fostering internal and external trust through honest and credible business ethics. We continuously promote mutual reinforcement and coordinated enhancement between governance capabilities and development quality. The Company deeply recognizes that good governance is not only an inherent requirement for lawful and compliant operations but also a key enabler of organizational resilience, stakeholder rights protection, and sustainable development. The Company will continue to strengthen its governance foundation and enhance governance effectiveness and accountability to higher standards, providing a solid guarantee for steady, long-term progress and the creation of enduring social value.



 Corporate governance

 Risk and compliance management

 Business ethics



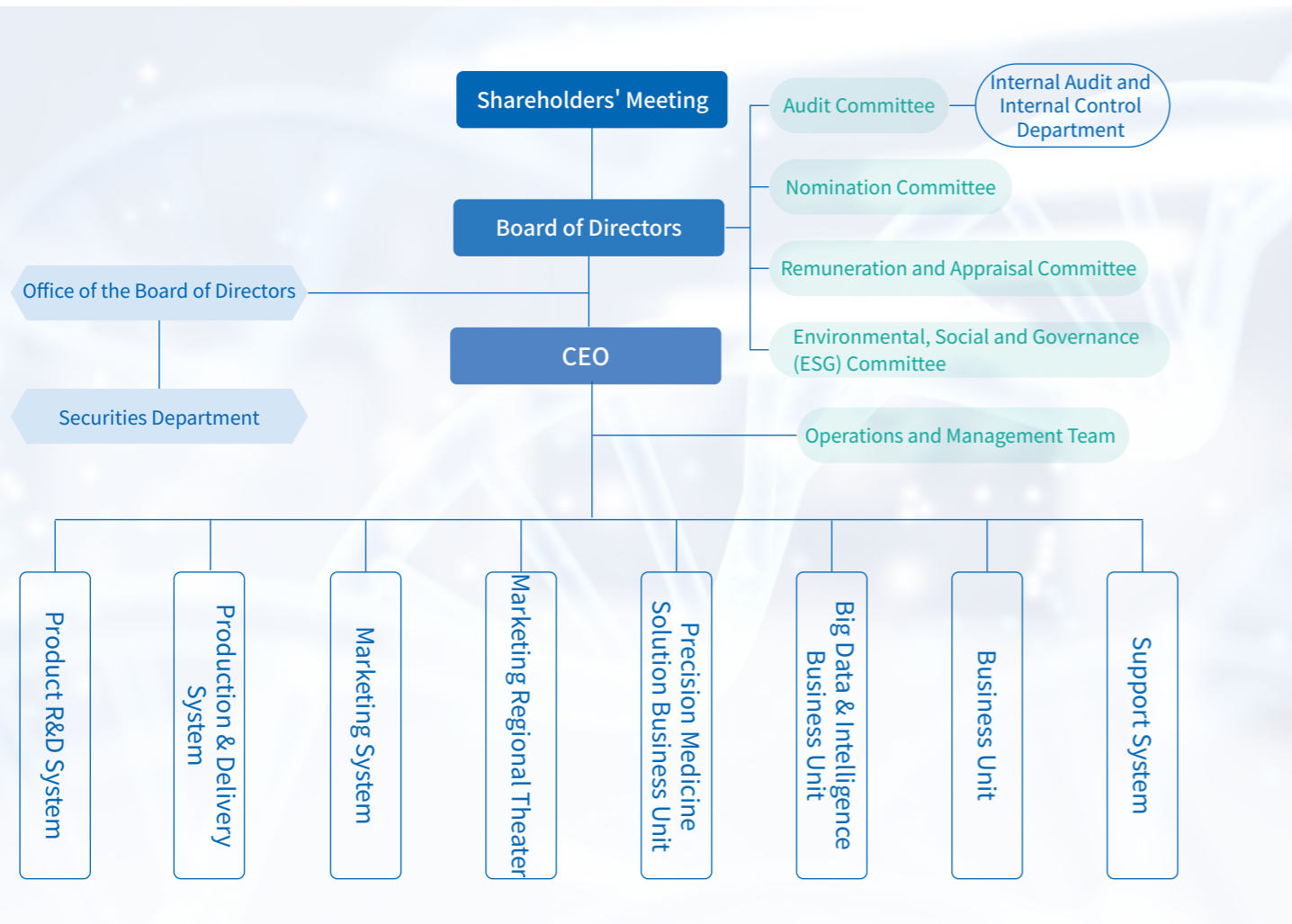
Corporate governance

BGI Genomics strictly complies with laws and regulations including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, and the *Code of Corporate Governance for Listed Companies*, to establish a robust corporate governance structure and a sound internal control and risk management system, ensuring standardized operations and scientifically informed decision-making.

Operation of the "Two Meetings and One Level"

In 2025, BGI Genomics revised institutional documents including the Rules of Procedure for Shareholders' Meetings and the Rules of Procedure for the Board of Directors, continuously strengthening the corporate governance system in which the Shareholders' Meeting, the Board of Directors, and senior management perform distinct roles, operate in coordination, and maintain effective checks and balances. By standardizing mechanisms for meeting convening, proposal deliberation, resolution implementation, and record retention, the Company continues to enhance the legality and compliance of decision-making procedures, governance transparency, and supervisory effectiveness.

Corporate governance structure



Key performance

In 2025, the Company held **3** Shareholders' Meetings;

The Board of Directors convened **4** meetings, with an average attendance rate of **100%**.

Board diversity and independence

BGI Genomics revised institutional documents including the *Working System for Independent Directors*, the *System for Special Meetings of Independent Directors*, and the *Remuneration Management System for Directors and Senior Management*. The Company has continued to synergistically enhance the Board's diversity, independence, and professionalism, and has continuously optimized the Board composition in terms of gender, educational background, industry experience, and professional expertise, thereby strengthening the Board's comprehensive capacity to identify risks, anticipate trends, and support strategy. Concurrently, the Company has further improved the support system for independent directors to fulfill their duties, enhancing their ability to independently and lawfully perform their roles, ensuring they effectively contribute to decision-making participation, oversight and checks and balances, and professional advisory functions, thus further refining a standardized and transparent governance mechanism to better safeguard the Company's overall interests and the legitimate rights of minority shareholders.

Board of Directors diversification at BGI Genomics Co., Ltd.

Name	Director category	Education/professional title	Sector expert	Finance expert	Corporate management expert
Wang Jian	Chairman	Master's degree	✓		✓
Zhao Lijian	Director	Bachelor's degree			✓
Li Ning	Director	Doctorate degree	✓		✓
Zhu Shida	Director	Doctorate degree	✓		✓
Zhang Guocheng	Employee representative director	Bachelor's degree	✓		
Wang Yujue	Director	Master's degree, Chinese Certified Public Accountant, Senior Accountant, Senior Economist		✓	✓
Du Lan	Independent director	PhD, Senior Economist	✓		✓
Yu Lisheng	Independent director	Doctorate degree		✓	
Hou Zhibo	Independent director	Doctorate degree	✓		

Key performance

In 2025, the Company's Board of Directors comprised **9** members, including **1** female director, accounting for **11.11%** of the total; **3** independent directors, accounting for **33.33%** of the total; This year, **3** director training sessions were conducted.

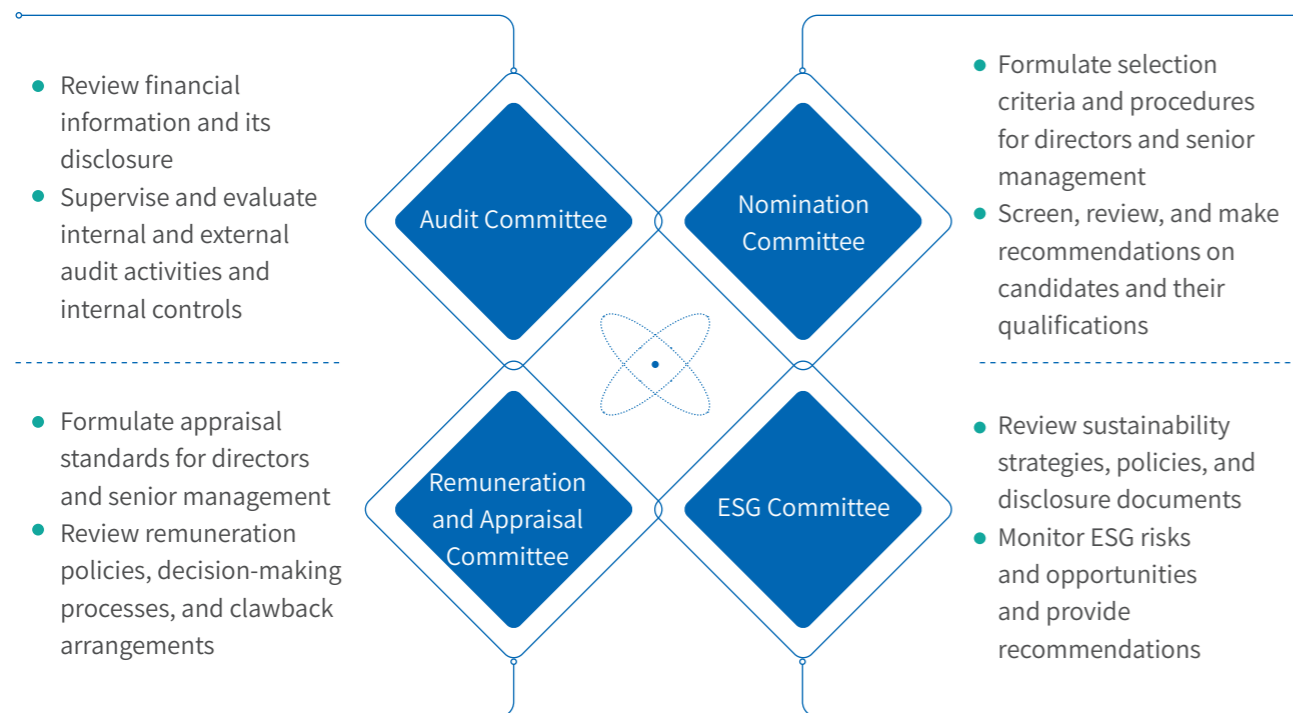
Key performance

In 2025, the Company held **6** specialized committee meetings in total, including **4** meetings of the Audit Committee; **1** meeting of the Remuneration and Appraisal Committee, and **1** meeting of the ESG Committee.

Development of specialized committees of the Board of Directors

In accordance with internal institutional documents such as the *Working Rules for the Audit Committee of the Board of Directors*, the *Working Rules for the Nomination Committee of the Board of Directors*, the *Working Rules for the Remuneration and Appraisal Committee of the Board of Directors*, and the *Working Rules for the Environmental, Social and Governance (ESG) Committee of the Board of Directors*, BGI Genomics enhances the depth of research and quality of decision-making by the Board on matters such as financial review, talent selection, remuneration incentives, and sustainability. This is achieved by clarifying the responsibilities and operational protocols of specialized committees—including audit, nomination, remuneration and appraisal, and ESG—thereby promoting more refined, prudent, and efficient board governance.

Functions of BGI Genomics' specialized committees



Board of Directors effectiveness evaluation

BGI Genomics continuously improves its Board effectiveness evaluation mechanism, advancing Board performance from standardized operation toward efficient and accountable fulfillment of duties. This consistently enhances capabilities in scientific decision-making, professional oversight, and strategic leadership, laying a solid foundation for elevated corporate governance and sustainable development.

BGI Genomics' director evaluation methods and practices

Self-evaluation of directors' performance	<ul style="list-style-type: none"> All directors conduct a self-evaluation of their performance at year-end Non-independent directors prepare the Annual Report on the Work of the Board of Directors Independent directors prepare the Independent Directors' Debriefing Report and present it at the annual Shareholders' Meeting
Comprehensive company evaluation	<ul style="list-style-type: none"> The Board combines self-assessment materials with actual performance throughout the year Focus on meeting attendance, proposal deliberation, and provision of professional recommendations
Performance evaluation of specialized committees	<ul style="list-style-type: none"> Evaluate the operational performance of the Audit Committee, Nomination Committee, Remuneration and Appraisal Committee, and ESG Committee Focus on their roles in proposal deliberation, oversight, and decision-support functions
System and resource assurance	<ul style="list-style-type: none"> Conduct evaluations based on internal systems such as the Working System for Independent Directors and the System for Special Meetings of Independent Directors Strengthen performance incentives and constraints through the Remuneration Management System for Directors and Senior Management Regularly organize directors to attend external training sessions hosted by the SZSE and the Shenzhen Public Companies Association to enhance performance capabilities

Investor relations management

In accordance with legal and regulatory documents such as the Guidelines for the Management of Investor Relations of Listed Companies and the Company's Articles of Association, BGI Genomics has formulated institutional documents including the Investor Relations Policy, the Information Disclosure Policy, the Internal Reporting System for Material Information, and the Registration and Filing System for Insiders of Inside Information. The Company continuously refines its investor relations and information disclosure management mechanisms, constantly enhancing its ability to communicate transparently and respond appropriately to the capital market.

Meanwhile, the Company adheres to the principles of compliance, equality, proactivity, and integrity, promoting integrated efforts in investor communication, grievance handling, information disclosure, and shareholder rights protection. This continuously deepens investors' understanding of and confidence in the Company's strategy, operations, and governance. The Company strictly implements its information disclosure management system, continuously improves disclosure quality, and promptly addresses investor inquiries through multi-channel communication mechanisms to safeguard investors' right to information and legitimate interests.

BGI Genomics' investor relations management system

Management principles	<ul style="list-style-type: none"> Principles of compliance, equality, proactivity, and integrity
	<ul style="list-style-type: none"> The Board Secretary serves as the head of investor relations management and is also responsible for implementing relevant management measures, organizing specialized training, and monitoring feedback from media and online channels The Securities Department is the functional unit responsible for planning, organizing, and executing various investor relations activities
Management responsibilities	<ul style="list-style-type: none"> Communication targets include investors, securities and industry analysts, financial media, and other relevant institutions Communication content includes development strategy, business operations, material events, environmental and social governance information, cultural initiatives, ways to exercise shareholder rights, investor grievance handling, and risk challenges
	<ul style="list-style-type: none"> Communication is primarily conducted via announcements, Shareholders' Meetings, earnings calls, investor surveys, roadshows, site visits, telephone, fax, email, the Company website, and the Hudongyi platform
Communication parties and content	<ul style="list-style-type: none"> Investor complaints primarily concern matters such as information disclosure, corporate governance, and investor rights protection; the Board Office coordinates handling, with the Board Secretary as the responsible officer The process follows acceptance, recording, verification and investigation, formulation of handling opinions, and response to the complainant. Handling is completed within the prescribed timeframe, and a classified ledger is maintained for archiving For improperly handled matters or those involving illegal acts, accountability is enforced per the accountability mechanism; disputes are resolved through third-party mediation or legal proceedings when necessary
Communication channels	
Complaint handling	

Case study | Conducting investor engagement activities to enhance market communication and value recognition

In February 2025, BGI Genomics hosted a research visit by Goldman Sachs and overseas institutional investors. Company management provided a systematic overview of its core business layout, technological innovation progress, exploration of intelligent large model applications, and future growth directions, and engaged in in-depth discussions with investors on operational performance. This visit enhanced the capital market's understanding of the Company's strategic transformation and long-term development logic, improved transparency in information communication and investor trust, and supported the Company's efforts to deepen international market recognition and shape its long-term value proposition.



BGI Genomics hosts a research visit by Goldman Sachs and overseas institutional investors

Key performance

In 2025, the Company held **3** earnings calls, **2** online earnings Q&A sessions, and **3** online institutional research sessions, **2** offline roadshows (including institutional strategy conferences), and organized or participated in **20** offline research activities.

Risk and compliance management

BGI Genomics places great emphasis on risk management and compliant operations. The Company continuously enhances its integrated risk and compliance management system covering risk identification, compliance control, audit supervision, and corrective improvement. Legal and compliance requirements are embedded throughout governance decision-making, business operations, and employee conduct. Adhering to the principles of prevention first, balanced control, and continuous improvement, the Company steadily strengthens its capabilities to identify, respond to, and remediate various operational and compliance risks, promoting synergistic deepening of standardized operations and sound business practices, thereby establishing a robust governance foundation for high-quality development.

Risk management

BGI Genomics continuously refines its compliance and internal control system covering risk identification, audit supervision, and corrective improvement. Risk management requirements are integrated into the entire process of governance decision-making and business operations. The Company adheres to the principles of prevention first, balanced control, and continuous improvement, steadily enhancing its ability to identify, respond to, and remediate operational risks, thereby establishing a solid governance foundation for high-quality development.

● Risk management governance structure

In accordance with institutional documents such as the *Internal Control Management Policy* and the *Internal Audit Management Policy*, BGI Genomics has established an internal control system covering all business processes. It regularly conducts internal control evaluations and audits and drives closed-loop rectification of identified issues. Risk management requirements are embedded into strategy, governance, and daily operations. Systematic internal control procedures and necessary internal oversight mechanisms are implemented from the corporate level down to individual business processes. The Company has established an Internal Audit and Internal Control Department responsible for managing, evaluating, inspecting, and supervising internal control activities, reporting directly to the Board of Directors and the Audit Committee.

● Risk management mechanism

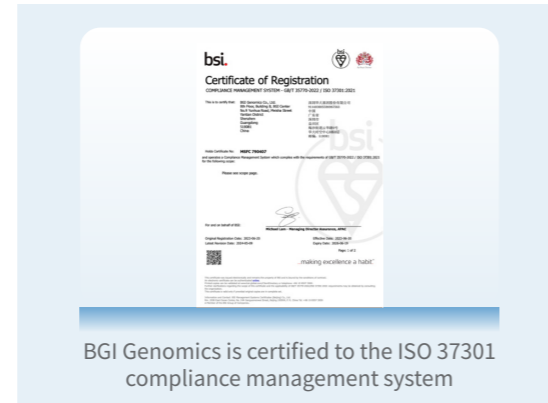
BGI Genomics continuously enhances its risk management and internal control framework, organically integrating risk identification, process control, supervision and evaluation, and cultural development. The Company promotes the integration of compliance requirements into daily business management, steadily improving standardized operational capabilities and sound development performance, thereby providing assurance for stable operations and high-quality growth.

BGI Genomics' internal control development and management measures



Compliant operation

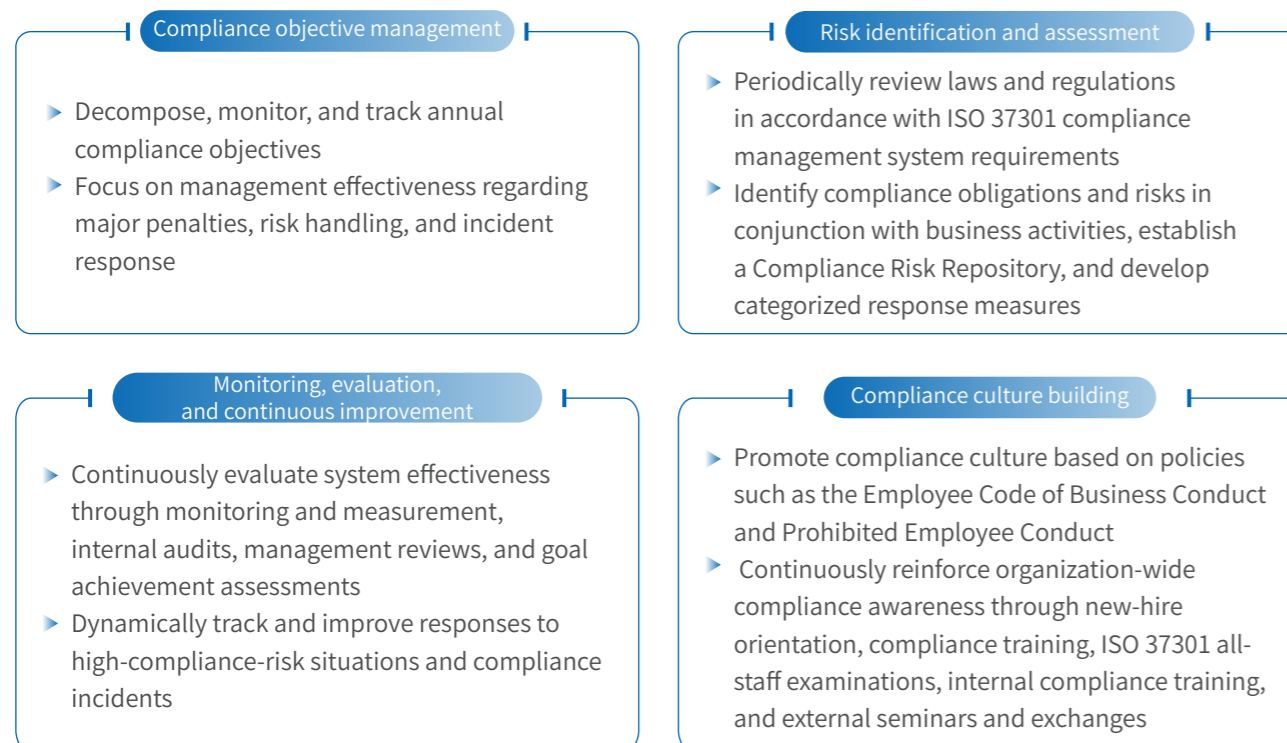
BGI Genomics continuously enhances its compliance management system covering compliance control, corrective actions, and continuous improvement. Guided by the principles of "good governance, applicability, integrity, transparency, accountability, and sustainability" and the policy of "lawful compliance, ethical operations; full participation, continuous improvement," the Company steadily strengthens its ability to identify, respond to, and remediate compliance risks, promoting synergistic deepening of standardized operations and sound business practices. In 2025, the Company successfully passed its recertification audit with an outstanding result of "zero non-conformities."



Compliance management mechanism

In accordance with the *Compliance Management Manual*, the Company has established a comprehensive compliance management system, integrating compliance requirements into its strategy, governance, and daily operations, and continuously enhancing its standardized operational capabilities and sound development performance.

BGI Genomics' compliance management measures



Compliance and internal control culture building

BGI Genomics consistently treats compliance culture building as a critical foundation for enhancing governance, strengthening risk defenses, and ensuring sound operations. The Company continuously reinforces organization-wide compliance and accountability awareness, fosters a positive environment of knowing, observing, and applying regulations, and steadily improves its capacity for lawful and compliant operations, providing a solid foundation for high-quality development.

The Company regularly disseminates compliance cases, industry briefings, and related content through its "BGlianjie" (BGI Integrity) WeChat official account, releases integrity and compliance-themed posters during holidays, and organizes compliance training at headquarters and regional offices to reinforce organization-wide compliance awareness through multiple dimensions.

Case study | Participating in global compliance summits to exchange cutting-edge practices and strengthen compliance governance capabilities

In April 2025, BGI Genomics participated in the "China Global Compliance Summit 2025" held in Shanghai, engaging in exchanges and learning on frontier topics including evolving international business environments, corporate governance and sustainability, ESG compliance, ethical compliance culture, international compliance management systems, data security and compliance, cross-border investment compliance risk mitigation, and digital implementation of compliance. This enhanced the Company's understanding of international compliance trends, standard frameworks, and regulatory changes, providing strong support for continuously refining its internal compliance system, deepening compliance culture, and strengthening sound operational capabilities.



BGI Genomics participated in the China Global Compliance Summit 2025

Key performance

In 2025, the Company conducted **27** compliance training sessions;

The number of incidents involving major public opinion crises or losses exceeding **0.5%** of the Company's annual revenue (based on audited revenue from the most recent fiscal year) due to administrative penalties was **0**;

The timely handling rate for high-compliance-risk cases, the response rates for information security incidents, compliance incidents, and legal proceedings were all **100%**.

Business ethics

BGI Genomics has established institutional documents including the *Anti-Fraud Management Policy*, the *Anti-Corruption and Anti-Commercial Bribery Management Policy*, the *Conflict of Interest Management Policy*, and the *Integrity Agreement*. The Company continuously refines its integrity management system covering governance, business operations, and employees. Adhering to a "zero tolerance" governance approach, it integrates integrity into systems, processes, oversight, and accountability mechanisms, steadily strengthening end-to-end anti-corruption governance capabilities—from preventive measures at the source and process controls to outcome-based accountability—and continuously reinforcing business ethics to build a robust integrity firewall.

Anti-commercial bribery and anti-corruption system

BGI Genomics has always upheld the principles of transparent operations and ethical conduct, establishing a comprehensive anti-commercial bribery and anti-corruption system covering all employees and upstream/downstream partners. Through four key measures—system development, supervision and control, training and communication, and whistleblower protection—the Company continuously enhances its anti-commercial bribery and anti-corruption management framework.

BGI Genomics' anti-commercial bribery and anti-corruption system

Core principles	Zero tolerance Equal emphasis on prevention and punishment Internal and external collaborative oversight
Governance level	<i>Anti-Fraud Management Policy</i> <i>Internal Audit Management System</i> <i>Internal Control Management Policy</i> <i>Anti-Corruption and Anti-Commercial Bribery Management Policy</i>
Business level	<i>Integrity Agreement</i> <i>Conflict of Interest Management Policy</i> Partner integrity clauses
Employee level	<i>Employee Code of Business Conduct</i> <i>Prohibited Employee Conduct</i> Commitment, training, and accountability mechanisms



BGI Genomics was honored as an "Excellent Supporting Unit" by the Enterprise Anti-Fraud Alliance in 2025

Additionally, to identify and prevent conflicts of interest between employees and the Company, mitigate management risks, protect mutual interests, uphold internal fairness, and prevent corruption, the Company requires employees to declare and update their conflict-of-interest status. The Company uses holistic data analysis to identify at-risk individuals, strengthens supervision and control, continuously enhances employee integrity awareness, and deepens its corporate integrity culture. During the reporting period, the completion rate for conflict-of-interest declarations was 100%.

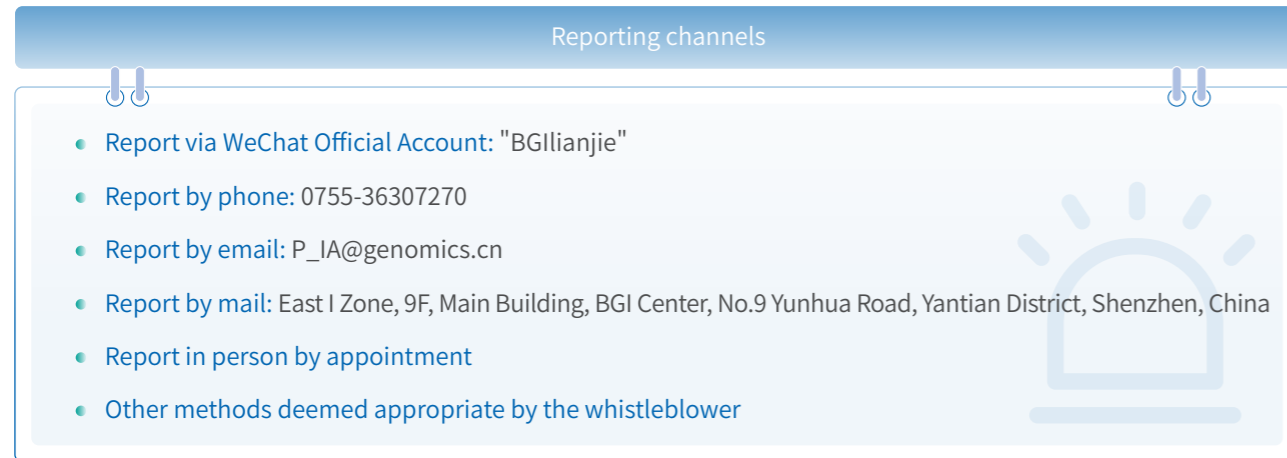
Whistleblowing and whistleblower protection

BGI Genomics has established the *Whistleblower Protection and Reward Policy*, maintaining open internal and external reporting channels and strengthening the acceptance, investigation, handling, and feedback on corruption and non-compliance leads, striving to build a supervisory ecosystem where whistleblowers feel safe to report, investigations are thorough, actions are stringent, and protections are robust. Through arrangements such as direct investigation by the Internal Audit and Internal Control Department, strict confidentiality of whistleblower information, and zero tolerance for retaliation, the Company further enhances the timeliness of issue detection and the credibility of its oversight mechanisms.

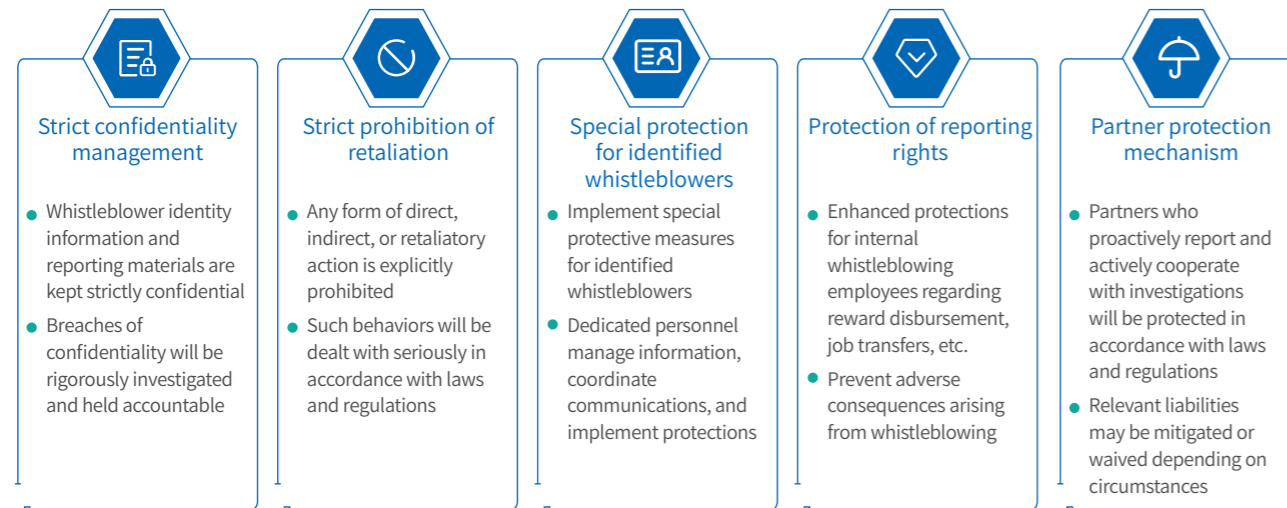
BGI Genomics' end-to-end whistleblowing acceptance, investigation, handling, and feedback mechanism



BGI Genomics reporting channels



BGI Genomics whistleblower protection policy



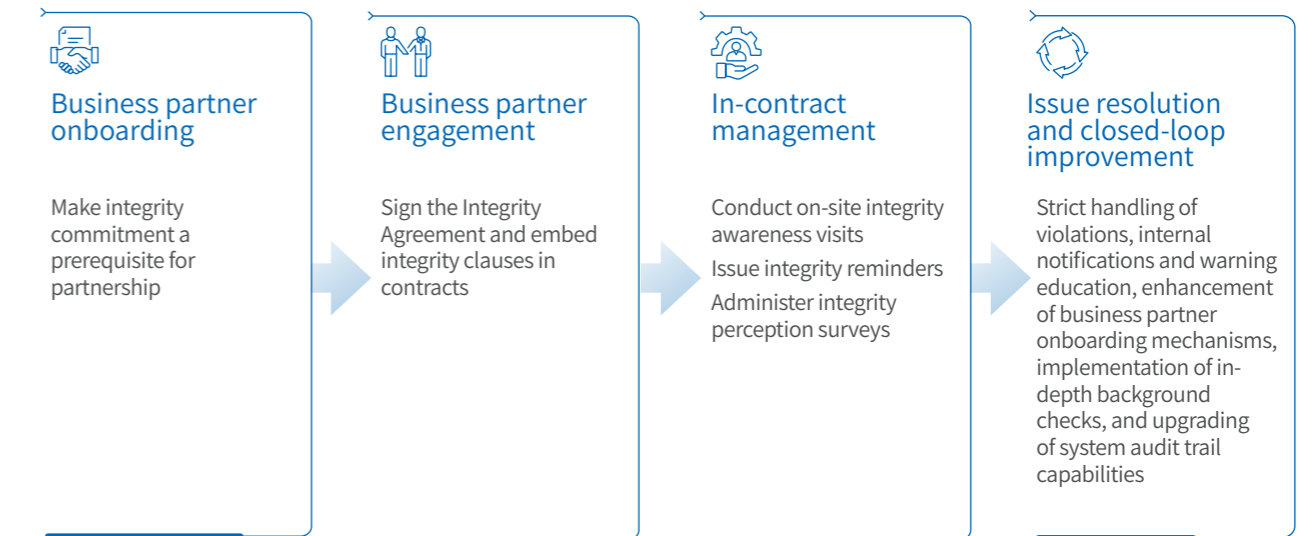
Anti-corruption culture building

The Company emphasizes integrity culture promotion and integrity awareness education, standardizing employees' ethical mindset and conduct from the outset. It comprehensively strengthens integrity culture through various approaches, including new-hire and specialized training, participation in integrity and compliance conferences, dissemination of integrity reminders via its official account, and organizing integrity education and promotional activities.

Supervision of business partners

BGI Genomics continuously extends its integrity requirements to suppliers, distributors, and other partners. Through arrangements such as pre-engagement commitments, in-contract constraints, on-site visits for awareness promotion, questionnaire surveys, and corrective actions, it advances partner integrity management from contractual obligations toward full-process collaboration. The Company regards business partner compliance management as a critical extension of its business ethics framework, consistently fostering a cooperative ecosystem grounded in transparency, integrity, mutual trust, and shared success.

BGI Genomics' business partner integrity control mechanism



Case study | Participating in the Youth Integrity Salon to build consensus on integrity governance

In April 2025, BGI Genomics was invited to participate in the "Youth Voices on Integrity" ESG-themed salon. The Company engaged in in-depth discussions with corporate representatives, professional institutions, and media on topics including integrity risk prevention for young employees, corporate anti-fraud system development, and ESG requirements. This event helped broaden the Company's perspective on integrity governance, promoting synergistic efforts among institutional constraints, technological safeguards, and cultural guidance, thereby offering valuable insights for cultivating an ethical workplace environment for young professionals and reinforcing the foundation for sustainable development.



"Youth Voices on Integrity" ESG-themed salon

Case study | Building an integrity dialogue platform to foster industry-wide co-governance consensus

In 2025, the "Integrity Ecosystem Empowering the Development of the Biopharmaceutical Technology Industry Exchange Meeting," hosted by BGI Genomics and co-initiated with support from the Enterprise Anti-Fraud Alliance, was successfully held at the Spatio-Temporal Center, attracting representatives from 23 leading biopharmaceutical technology companies. The meeting featured in-depth exchanges on building an integrity ecosystem, analyzing industry trends, and innovating practical approaches, facilitating experience sharing and consensus-building among enterprises, and providing strong support for addressing integrity governance challenges and promoting standardized, healthy industry development.



Group photo of the Integrity Ecosystem Empowering the Development of the Biopharmaceutical Technology Industry Exchange Meeting

Key performance

In 2025, the Company conducted **13** anti-commercial bribery and anti-corruption training sessions, with **828** participants; The signing rate of the Compliance Commitment Letter by all employees was **100%**, and the signing rate of the Integrity Agreement by suppliers was **100%**.

Business ethics audit and oversight

Regarding internal audits of business ethics, the Company's Internal Audit and Internal Control Department focuses on ethical practices in business decision-making, employee conduct, supply chain management, and anti-corruption. During the reporting period, internal audit results demonstrated the Company's outstanding performance in business ethics. Both management and employees strongly endorsed and voluntarily adhered to relevant requirements, providing robust support for internal controls and sustained, sound development.

Anti-monopoly and fair competition management

BGI Genomics strictly complies with the *Anti-Unfair Competition Law of the People's Republic of China*, the *Anti-Monopoly Law of the People's Republic of China*, and related regulations and standards. It has established the *Employee Code of Business Conduct*, *Prohibited Employee Conduct*, and *Conflict of Interest Management Policy*, continuously integrating fair competition principles into employee conduct standards, conflict-of-interest prevention, and partner management. The Company has built clear institutional boundaries to prevent unfair competition, focusing on integrity, intellectual property protection, insider information safeguards, and avoidance of competitive conflicts.

BGI Genomics' anti-monopoly and fair competition risk control measures

<p>Institutional norms</p> <p>Clarify fair competition management requirements and behavioral boundaries based on policies such as the Conflict of Interest Management Policy</p>	<p>Risk identification</p> <p>Identify risks in key scenarios such as competitive conflicts, improper benefit transfers, misuse of insider information, and role conflicts</p>
<p>Declaration and approval</p> <p>Establish onboarding, proactive, and annual declaration mechanisms to enhance dynamic management of conflict-of-interest matters</p>	<p>In-process control</p> <p>Continuously strengthen control over key risk items through cross-departmental review, remediation tracking, and information confidentiality</p>
<p>Oversight and feedback</p> <p>Maintain open consultation and reporting channels, promptly accept, verify, and drive closed-loop resolution of issues</p>	<p>Accountability and enforcement</p> <p>Strictly address undeclared, unremediated, or non-compliant behaviors in accordance with laws and regulations to reinforce institutional constraints</p>

Key performance


In 2025, **no** incidents of unfair competition occurred within the Company.

Quality First, Intelligence for Life



Guided by the mission "Omics for All," BGI Genomics upholds the public health principle of "prevention over cure, accessible to all" for inclusive and precise disease prevention and control. The Company deeply integrates technological innovation with global expansion, driving genomics innovation in precision medicine through new models and technologies. Committed to breaking down geographical barriers, BGI Genomics strives to make genetic testing fairly accessible worldwide, transforming scientific innovation into an inclusive force for health equity and contributing enduring momentum to the global community of health for all. To achieve this, the Company has built a comprehensive quality management system, ensuring end-to-end quality control to safeguard human health and safety through genomics. It has also innovated a digital customer service platform, leveraging rapid-response mechanisms and encrypted privacy data to simultaneously enhance service value and customer trust. Furthermore, the Company deepens green supply chain development, collaborating with upstream and downstream partners to build a resource-efficient, environmentally friendly industrial ecosystem. With an open approach, it promotes co-development of industry standards and technology sharing, leading synergistic advancement in the bioeconomy era so that the benefits of scientific progress reach every life.



-  Product safety and quality
-  Supply chain management
-  Data security and customer privacy
-  Innovation-driven development
-  Customer service
-  Industry collaboration

2

<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> 
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	<p>17 PARTNERSHIPS FOR THE GOALS</p> 

Product safety and quality

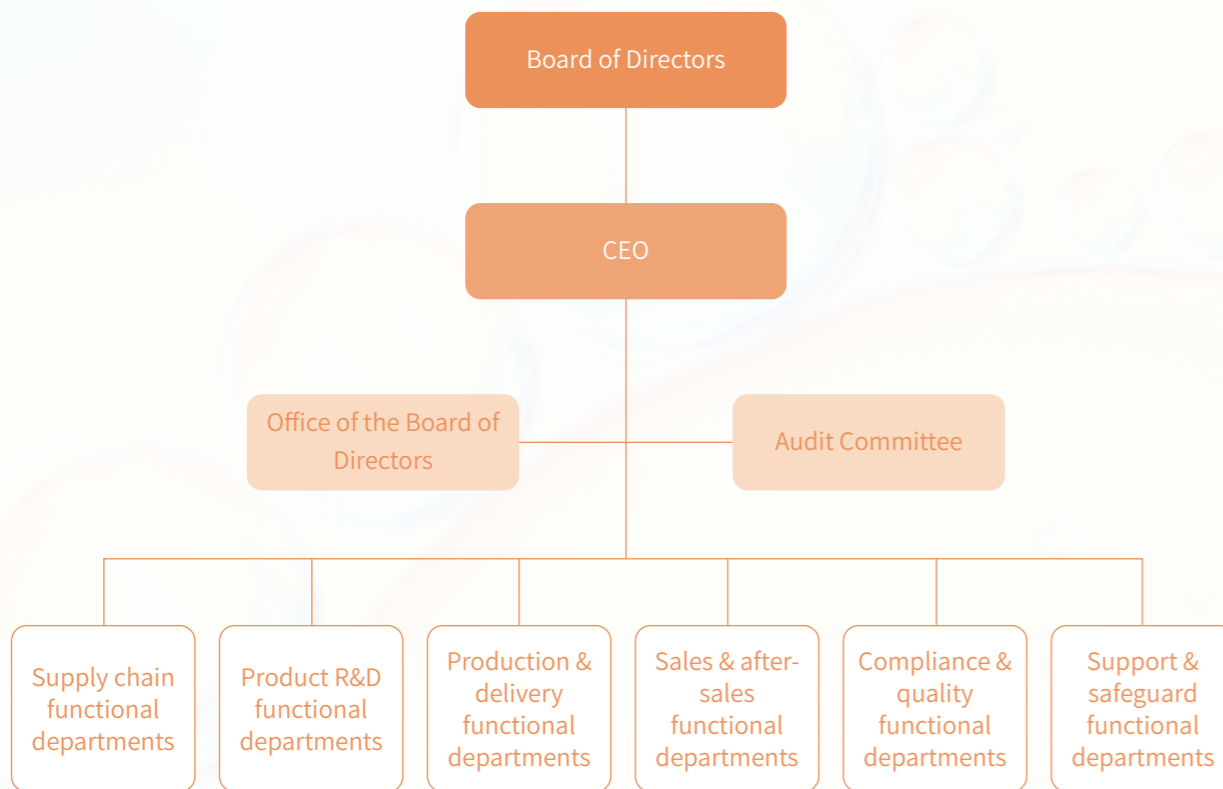
The Company places paramount importance on the quality management of its products and services, steadfastly adhering to the principle that "to lead the industry, one must first lead in quality." Grounded in the unique characteristics of the life sciences field, it has established a clear quality strategy and rigorously follows the quality policy of "impartiality, scientific rigor, accuracy, and timeliness." By formulating core policies including the *Quality Management Manual*, *Product Quality Control Procedures*, and *Adverse Event Handling Procedures*, the Company has achieved comprehensive quality coverage across the entire product life cycle.

Governance

○ Governance structure

BGI Genomics' product quality governance structure operates under Board oversight, with top management—led by the CEO—defining the quality strategy. An independent Compliance and Quality Department has been established to implement end-to-end quality management standards, while functional departments fulfill their respective responsibilities to ensure product quality.

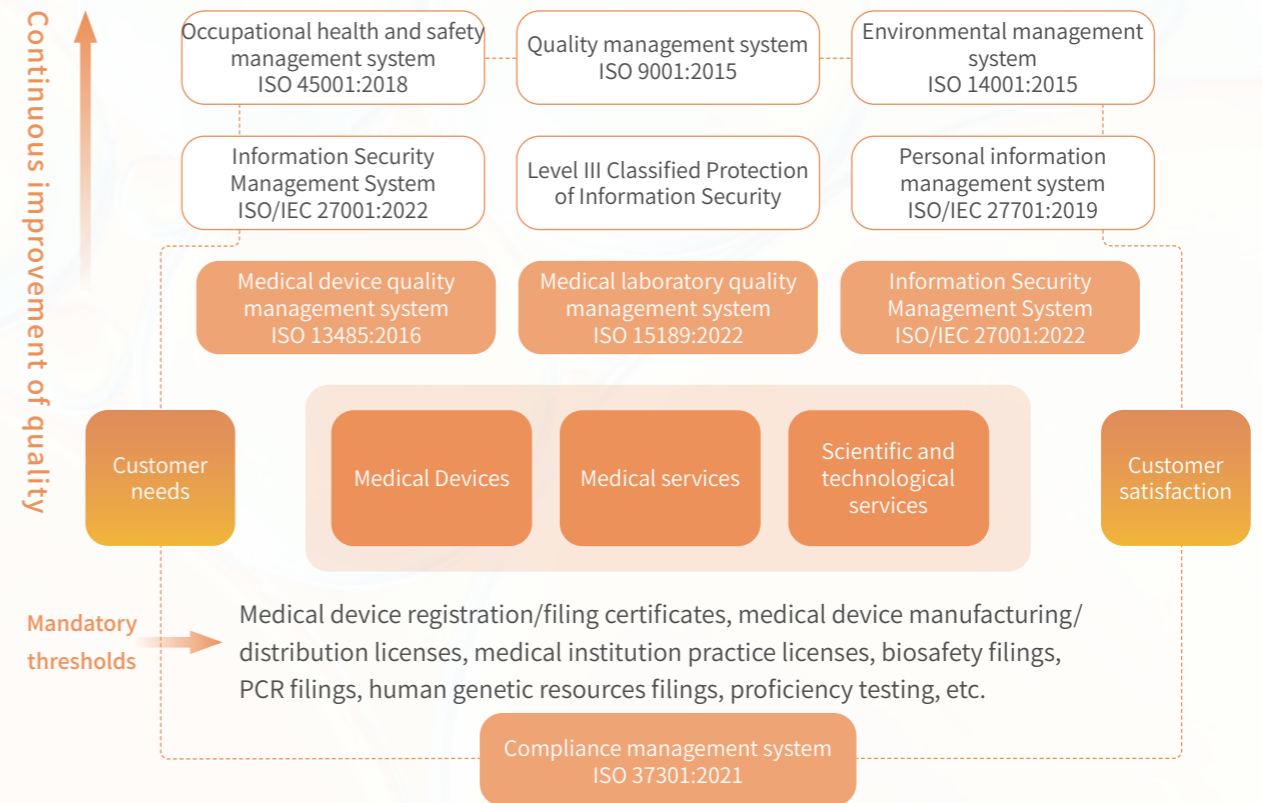
BGI Genomics' product quality governance structure



○ Management system

BGI Genomics places exceptional emphasis on quality management, treating quality as its lifeblood. It adheres to the principle "to lead the industry, one must first lead in quality" and strictly follows the quality policy of "impartiality, scientific rigor, accuracy, and timeliness." The Company has received numerous domestic and international quality awards, with its quality achievements widely recognized by third-party institutions. According to data from accreditation bodies and industry peers, BGI Genomics is among the few organizations in gene sequencing covering reproductive health, oncology, infectious disease, and multi-omics big data, and simultaneously holds comprehensive accreditations including ISO 13485, ISO 15189, ISO/IEC 17025, CMA, ISO 37301, ISO/IEC 27001, ISO 9001, ISO 14001, and ISO 45001. It was also the first institution in China's high-throughput gene sequencing sector to obtain ISO 15189, ISO/IEC 17025, ISO/IEC 27001, and ISO 37301 accreditations. During the reporting period, its subsidiaries continued participating in domestic and international proficiency testing programs, including those from the National Center for Clinical Laboratories (NHC) and the European Molecular Genetics Quality Network (EMQN), achieving perfect scores in over 800 tests and maintaining leadership in laboratory testing quality.

BGI Genomics' comprehensive quality management framework





BGI Genomics certified to ISO 9001 quality management system



BGI Biotechnology (Wuhan) Co., Ltd. certified to ISO 13485 medical device quality management system



BGI Genomics certified by CMA



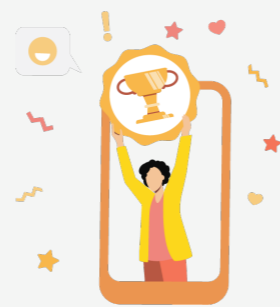
Wuhan BGI Technology Service Co., Ltd. accredited to ISO/IEC 17025



Wuhan BGI Clinical Laboratory accredited to ISO 15189

External quality management awards

- In the Tianjin Binhai New Area Quality Improvement Competition, won 3 first prizes, 2 second prizes, 10 third prizes, and 10 excellence awards; At the Shenzhen Quality Management Group Trustworthy Team
- Achievement Exchange and Training Conference, won 1 gold, 1 silver, 2 bronze, and 4 excellence awards for QC groups;
- In Wuhan Quality Association QC group activities, won 4 third prizes;
- In Hebei Province QC group activities, won 1 second-class achievement award.



Strategy

BGI Genomics has always regarded product quality and safety as the cornerstone of its business operations and sustainable development. The Company continuously evaluates the impact of quality management activities—spanning R&D, production, delivery, and service—from a full-life-cycle risk prevention perspective on compliant operations, customer trust, brand competitiveness, and long-term growth. It integrates end-to-end quality governance capability with technological innovation and business scale-up, evolving quality management from baseline compliance assurance toward enhanced operational resilience, brand value creation, and leadership in high-quality industry development.

Risk/Opportunity	Specific description	Impact duration	Financial impact	Response strategy
Core risk				
Compliance risks in test results and reports	Key stages—including gene sequencing, analysis, interpretation, and report issuance—demand high levels of professionalism and standardization. Inadequate management and review may affect test result accuracy, report compliance, and customer trust.	Short-to-medium term	May increase costs related to review, rectification, customer communication, and compliance management, and exert pressure on brand reputation and business expansion.	Implement standardized end-to-end operations and multi-stage review mechanisms, enhance closed-loop report recall management, and strengthen error control across all processes.
Full life cycle quality control risks	The R&D, production, delivery, and after-sales chain is long and requires high coordination. Deficiencies in quality standard execution and process control may affect product/service stability, customer experience, and operational efficiency.	Medium- and long-term	May increase costs related to rework, quality improvement, and operational coordination, and exert pressure on market trust and business stability.	Strictly implement core quality management systems, achieve full life-cycle quality control coverage, and conduct regular internal quality audits and inspections.
Core opportunities				
Opportunities to enhance quality, brand, and market competitiveness	Continuously refine the end-to-end quality control system to deliver highly reliable and compliant products and services, strengthen customer trust and brand reputation, solidify industry leadership, and expand market share.	Medium- and long-term	Reduced losses from quality incidents, enhanced customer loyalty and brand premium, and sustained revenue growth.	Deepen the quality strategy, build a high-quality end-to-end control system, and strengthen core brand competitiveness through compliant operations and superior service.
Opportunities for quality enhancement, cost reduction, and operational efficiency improvement	Through quality initiatives, technical optimization, and process improvements, the Company can effectively reduce retesting rates, error rates, and quality losses, enhancing operational efficiency and lowering quality-related costs.	Short-to-medium term	Reduced quality costs such as rework and retesting, and enhanced business capacity and profitability.	Encourage quality innovation and technical breakthroughs, conduct regular QC group activities, and institutionalize quality improvements into standardized processes.

Impact, risk, and opportunity management

The Company emphasizes risk management for its products and services, regularly conducting risk identification, analysis, evaluation, and treatment to control risks affecting test result quality and patient safety, thereby preventing and mitigating adverse impacts and potential issues. Additionally, it has established a quality objective and indicator monitoring system. By regularly tracking deviations from control limits, it monitors QMS performance, analyzes data trends to promptly detect anomalies, and implements preventive actions. To ensure the continued adequacy and effectiveness of the QMS, the Company employs a multi-dimensional oversight mechanism—including routine inspections, unannounced audits, and system reviews—and drives continuous improvement through the PDCA cycle.

Indicators and targets

Quantitative indicator disclosure item	Unit	2025 data
Product conformity rate	%	99.5

Product quality improvement initiatives

To continuously strengthen product quality foundations and enhance operational and R&D efficiency, the Company systematically advanced quality improvement initiatives across five dimensions: **production site compliance, end-to-end standardization, management efficiency, R&D traceability, and core product processes**. Through targeted optimizations, significant improvements were achieved in production compliance, operational standardization, management efficiency, and core product output. Concurrently, Quality Control (QC) group activities further reinforced the end-to-end quality assurance system.

Product quality improvement measures

Production site and compliance management optimization	Optimized eight types of production labeling and workshop layouts to improve compliance and space utilization, effectively reducing contamination risks
End-to-end standardized production control	Achieved efficient, standardized end-to-end production control through 10 improvements, including dedicated equipment deployment, optimized consumable selection and aliquoting processes, and standardized operating procedures
Management process and office efficiency enhancement	Introduced intelligent office tools and optimized issue collection mechanisms and document templates to streamline information flow, enable closed-loop issue management, and standardize record-keeping, comprehensively enhancing production and quality management efficiency

R&D pilot trial and traceability management enhancement	Focused on pilot and small-scale trials, enhancing product traceability and documentation compliance through optimized coding, document completion, test/process optimization requests, and feedback on documentation issues, ensuring efficient R&D and pilot-scale advancement
Core product process optimization (NIFTY® extraction kit)	For the NIFTY® extraction kit production process, used technical control tools to optimize liquid dispensing in buffer preparation and post-aliquoting packaging, reducing cumulative production errors by 80%, significantly improving dispensing accuracy, and increasing production efficiency 20-fold
Core product process optimization (NIFTY® sequencing kit)	For the NIFTY® sequencing kit production process, optimized staffing and workflow, reducing personnel by one in the sample loading plate aliquoting step, increasing aliquoting efficiency by 24%, and decreasing per-kit production time by approximately 2.5%

Case study | Quality Control (QC) group activities

From April to November 2025, the Company organized a seven-month BGI Genomics Quality Control (QC) Group activity centered on the core goal of "full participation and continuous improvement." Following the PDCA (Plan-Do-Check-Act) cycle and systematically applying quality management theories and statistical methods, the initiative engaged employees throughout the entire quality improvement and innovation process. This activity effectively enhanced organization-wide quality awareness and delivered tangible results in reducing quality costs and improving production efficiency and economic returns, driving continuous advancement in the Company's quality management capabilities.



Quality Month – Tianjin



Group photo of the Integrity Ecosystem Empowering the Development of the Biopharmaceutical Technology Industry Exchange Meeting



Quality Month – Pipetting Competition



Quality Month – Knowledge Quiz

End-to-end closed-loop quality testing and control mechanism

The Company has established a **closed-loop quality testing and control mechanism** covering all processes and nodes—pre-analytical, analytical, and post-analytical—throughout the full life cycle of medical testing services. This mechanism implements standardized and refined controls over all factors affecting test result accuracy, comprehensively ensuring the compliance, accuracy, and reliability of test results.

Pre-analytical process quality control

Focus on the testing origin by standardizing the entire process—from test ordering and sample collection to transport and receipt—with clear operational protocols and acceptance/rejection criteria to ensure sample compliance and integrity from the outset, rigorously controlling quality at the testing entry point.

Analytical process quality control

Anchor core testing stages and establish multiple quality defense lines. Rigorously validate and verify testing methods to ensure clinical suitability. Implement full life-cycle management of instruments, reagents, and consumables, with robust metrological traceability and performance verification to maintain stable, compliant testing conditions. Deploy a dual quality control system combining internal QC and external EQA for routine process monitoring, triggering immediate corrective actions upon anomalies. Enforce strict personnel authorization and competency controls to mitigate operational risks at the source.

Post-analytical process quality control

Strictly safeguard the result delivery stage and standardize the entire post-analytical process. A rigorous result review and release mechanism ensures all results are reviewed by authorized personnel before issuance. A report management process guarantees immediate clinical notification to protect patient safety. Report corrections and traceability are standardized to tightly control result application risks. Post-analytical sample retention and disposal protocols balance retesting/traceability needs with biosafety compliance.

Product recall management

The Company adheres to its quality control baseline by establishing a **comprehensive product recall mechanism** and strictly implementing specialized procedures including the Product Recall Management Procedure, Recall Management Procedure, and Result Modification and Report Recall Procedure, standardizing the closed-loop operation of recalls. For testing services, it has built an end-to-end traceability system centered on sample IDs, fully recording information across all stages—including submitting units, testing workflows, report generation, and modifications/recalls—achieving **full life-cycle traceability** from sample receipt through report delivery and subsequent handling, effectively safeguarding customer rights and service quality/safety.

Medical device vigilance management

Medical device vigilance is a core component of the Company's full life-cycle quality management and a key measure to protect public safety in medical device use and fulfill its social responsibility in healthcare. The Company strictly aligns with domestic and international regulations and standards, including the *Regulations for the Supervision and Administration of Medical Devices* and the *Measures for Monitoring and Re-evaluation of Medical Device Adverse Events*. It has established core management procedures such as the *Post-Market Surveillance Control Procedure*, *Vigilance System Control Procedure*, and *Medical Device Adverse Event Monitoring and Re-evaluation Control Procedure*, clearly defining management requirements, execution standards, and role responsibilities across the entire process—including adverse event collection, monitoring/reporting, investigation/analysis, risk evaluation, control/measures, product re-evaluation, and system audit/optimization. This institutionalizes, proceduralizes, and standardizes end-to-end vigilance activities, providing robust policy and systemic support for compliant operations.

Medical device vigilance system

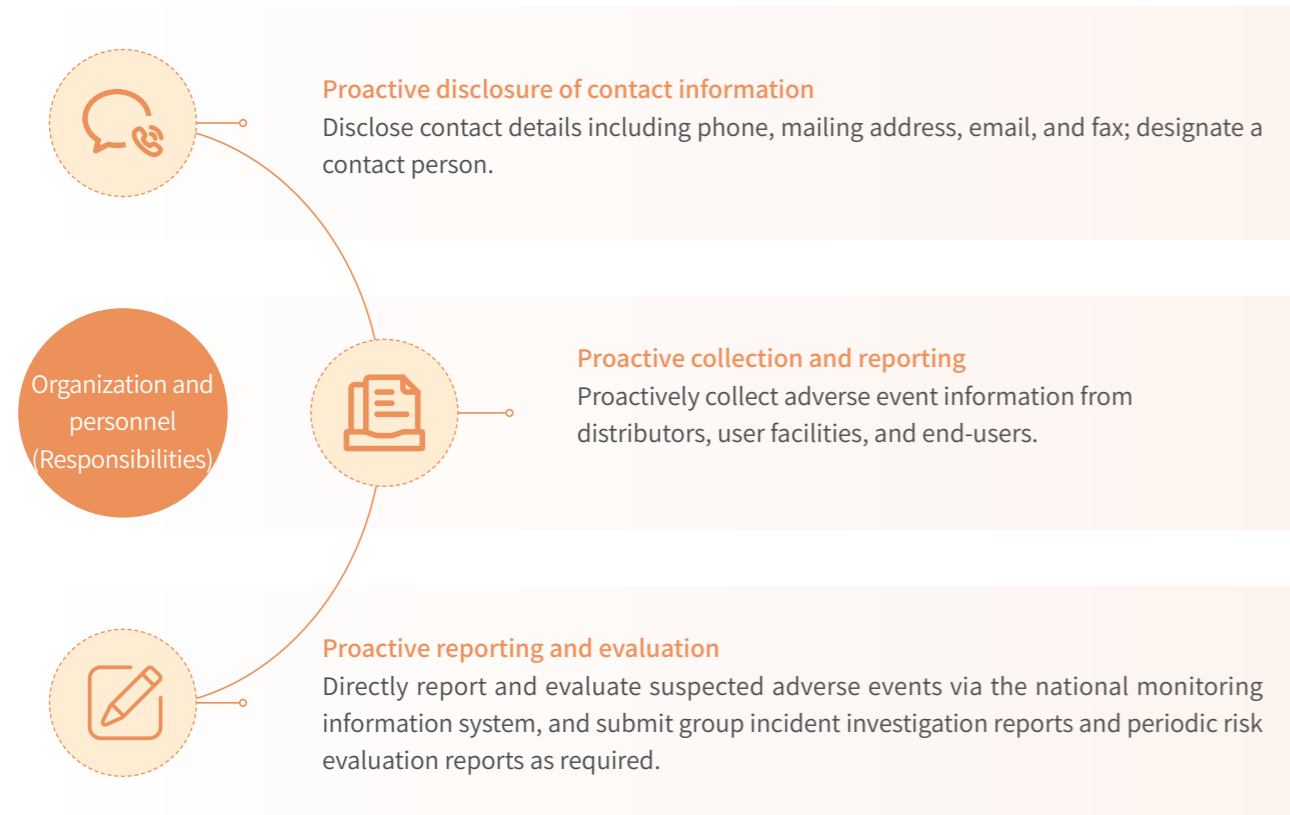
The Company strictly complies with domestic and international medical device regulatory requirements, prioritizes product safety risk management, and has established and continuously improves a medical device vigilance management system covering the entire post-market life cycle.

Medical device vigilance management structure of BGI Biotechnology (Wuhan) Co., Ltd.

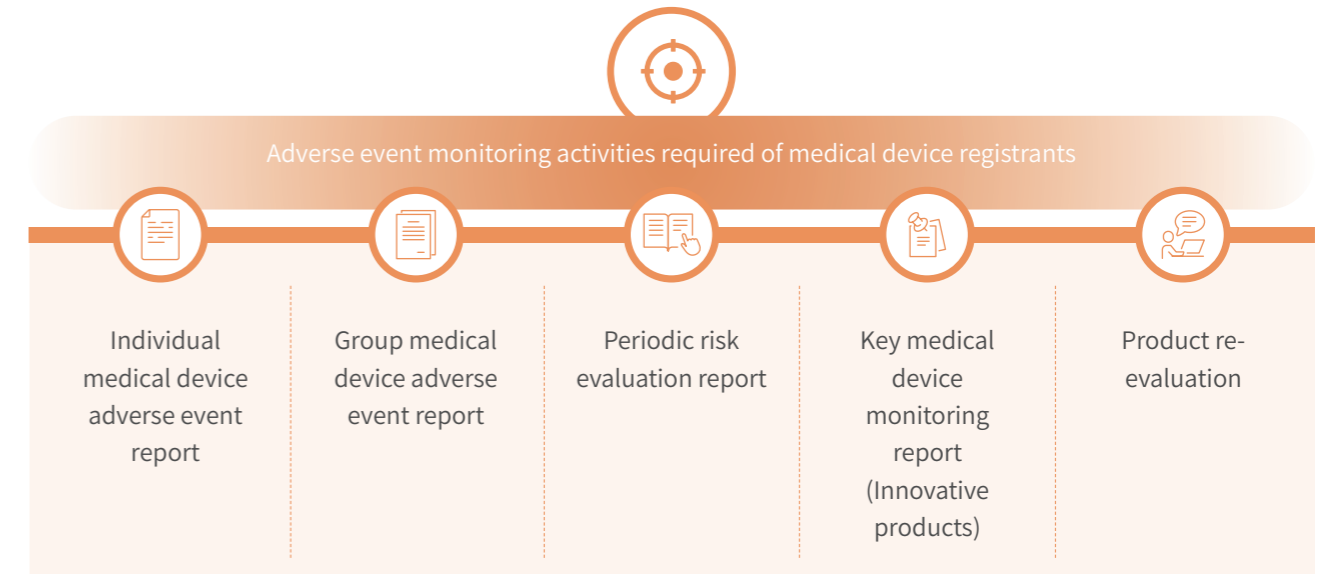


Operation of the medical device vigilance system

The Company fully implements the "Three Proactive" management requirements, establishing a multi-channel, comprehensive adverse event information collection network.



For post-market medical devices, the Company systematically conducts five core monitoring and reporting activities, comprehensively covering individual adverse event reports, group adverse event reports, periodic risk evaluation reports, key monitoring reports (for innovative products), and product re-evaluations, ensuring that adverse events and product safety risks of varying types and risk levels are monitored and addressed comprehensively, consistently, and precisely, achieving seamless risk surveillance for marketed products.



Medical device vigilance training and management effectiveness

BGI Genomics places high priority on compliance management and professional capability development in medical device vigilance, integrating relevant training into its routine quality management program to continuously enhance compliance awareness and expertise across roles, ensuring vigilance requirements are implemented at the post level and executed by individuals. In July 2025, the Quality Department of BGI Biotechnology (Wuhan) Co., Ltd. conducted a specialized training session on Medical Device Adverse Event Monitoring and Re-evaluation, covering supervisors and above from Production, as well as staff from Quality Management, Technical, and Sales Management departments. The session systematically covered regulatory requirements, management systems, operational procedures, and role responsibilities, comprehensively strengthening participants' compliance execution capabilities.

In terms of compliance effectiveness, the Company's medical device vigilance system continues to operate in full alignment with domestic and international regulatory requirements, with the standardization and effectiveness of its management practices recognized by regulators. In 2025, BGI Biotechnology (Wuhan) Co., Ltd. underwent a routine inspection by the Hubei Medical Products Administration, receiving zero non-conformities in medical device vigilance and adverse event monitoring management, fully validating the system's compliance and maturity.

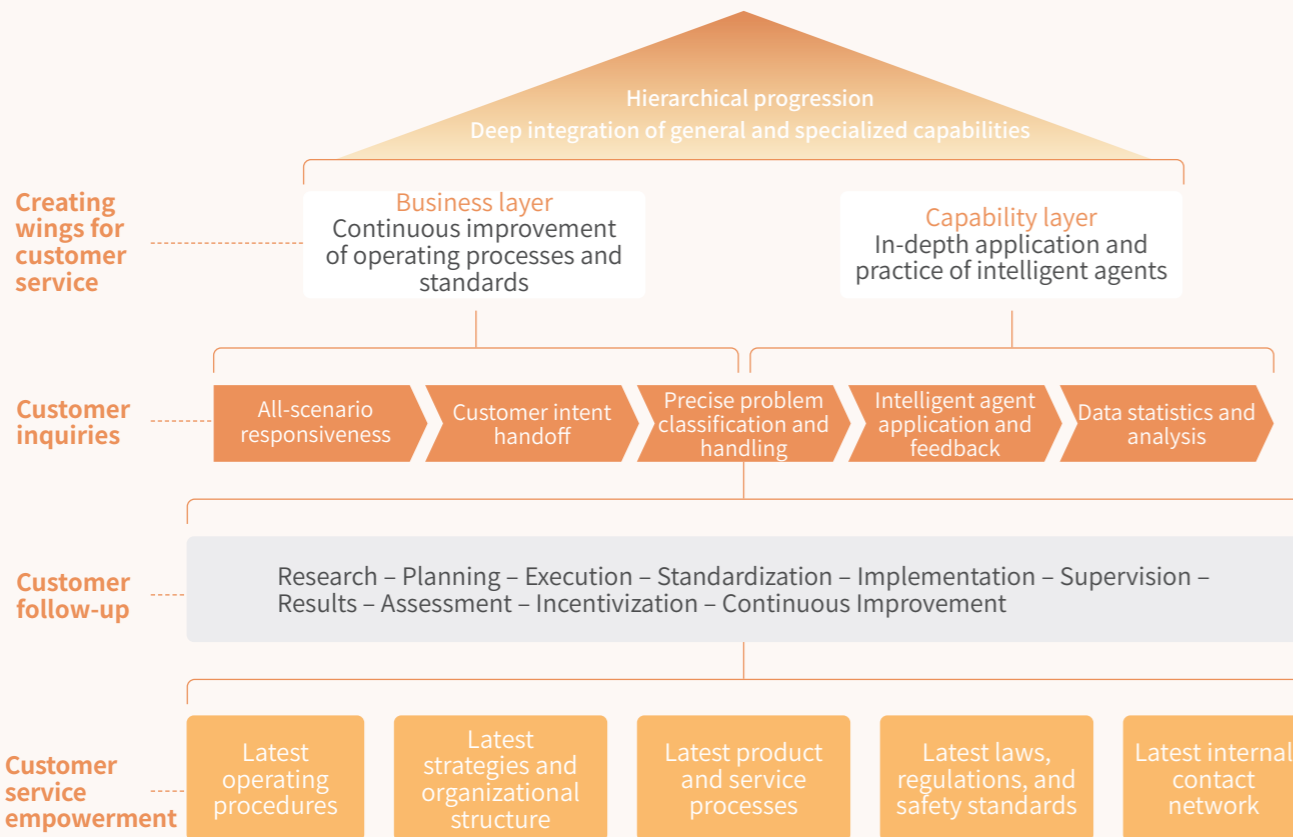
Customer service

BGI Genomics' Customer Service Center is among the earliest established in China's genomics industry. Adhering to the service philosophy "Empathy and Understanding, Catering to Your Needs," it is committed to delivering professional, efficient, and comprehensive technical support and services, positioning customer service as the core nexus between the Company and its clients. In 2025, the Company continued enhancing its service system, upgrading capabilities, and optimizing experiences. By consolidating four core assets—business, relationships, data, and team—it solidified customer trust, provided essential support for sustainable development, and faithfully fulfilled its mission "Omics for All."

Customer service management system

The Company has built a **hierarchical, dual-track, closed-loop collaborative** customer service management system. Guided by the top-level vision "Creating Wings for Customer Service," the business layer focuses on iterative refinement of service processes and standards, the capability layer emphasizes implementation of intelligent systems, and the foundation rests on comprehensive customer service empowerment, forming a standardized service management system covering all scenarios and processes.

BGI Genomics' customer service management system



The Customer Service Center fully aligns with ISO 9001, ISO 14001, ISO 45001, ISO 37301, ISO/IEC 27001:2022, ISO/IEC 27701:2019, and ISO 15189 requirements, actively pursues certifications, and rigorously implements standard clauses. It enhances service efficiency through quality management, builds customer trust via information security and privacy protection, standardizes service conduct through compliance management, ensures service sustainability with green and safe operations, and strengthens professional support with medical laboratory service standards. By consolidating business, relationship, data, and team assets, it continuously optimizes service processes and customer experience, fulfilling the mission "Omics for All" through systematic operations and continuous improvement. Below are the certification systems the center has participated in and passed, along with relevant audit clauses (departments primarily responsible for audits are indicated in red font):

System name	Main clauses involved	
ISO 37301	<ul style="list-style-type: none"> 4.2 Understanding the needs and expectations of interested parties 4.5 Compliance obligations 4.6 Compliance risk assessment 	<ul style="list-style-type: none"> 5.3 Roles, responsibilities and authorities 7.3 Awareness 7.4 Communication
ISO 27001:2022	<ul style="list-style-type: none"> 4.2 Understanding the needs and expectations of interested parties 6.1.2 Information security risk assessment 	<ul style="list-style-type: none"> 6.1.3 Information security risk treatment 7.3 Awareness
ISO 27701:2019	<ul style="list-style-type: none"> 5.2.2 Understanding the needs and expectations of interested parties 5.4.1.2 Information security risk assessment 	<ul style="list-style-type: none"> 5.4.1.3 Information security risk treatment 5.5.3 Awareness
ISO 9001	<ul style="list-style-type: none"> 5.3 Organizational roles, responsibilities and authorities 6.2 Quality objectives and planning to achieve them 7.3 Awareness 	<ul style="list-style-type: none"> 7.4 Communication 9.1 Monitoring, measurement, analysis and evaluation (9.1.2 Customer satisfaction)
ISO 14001	<ul style="list-style-type: none"> 5.3 Organizational roles, responsibilities and authorities 6.2 Environmental objectives and planning to achieve them 	<ul style="list-style-type: none"> 7.3 Awareness 7.4 Communication
ISO 45001	<ul style="list-style-type: none"> 5 Leadership and worker participation 6.2 OH&S objectives and planning to achieve them 	<ul style="list-style-type: none"> 7.3 Awareness 7.4 Communication
ISO 15189	<ul style="list-style-type: none"> 4.1 Impartiality 4.2 Confidentiality 5.6 Risk management 	<ul style="list-style-type: none"> 5.3 Laboratory activities (5.3.3 Advisory activities) 6.2 Personnel 8.5 Actions to address risks and opportunities

The Company is committed to delivering "accurate, professional, and reliable" medical and scientific research services. By establishing standardized service protocols and defining response timeframes across all service scenarios, it has implemented an efficient and robust service response mechanism to effectively address diverse customer inquiries regarding the testing process.

Service type	Specific items	Committed processing time
Consultation	Inquiring about testing progress, registering customer information updates, applying for report mailing, and processing donation withdrawal requests	1 business day
	Following up on customer intentions and conducting dissatisfaction follow-ups	1-2 business days
	Donation withdrawal processed	Within 5 business days
Complaints	Accepting complaints	1 business day
	Providing complaint progress updates	2 business days
	Post-resolution customer satisfaction follow-up	1 business day
	Investigation and handling of service-related complaints	5-10 business days
	Others	SMS configuration

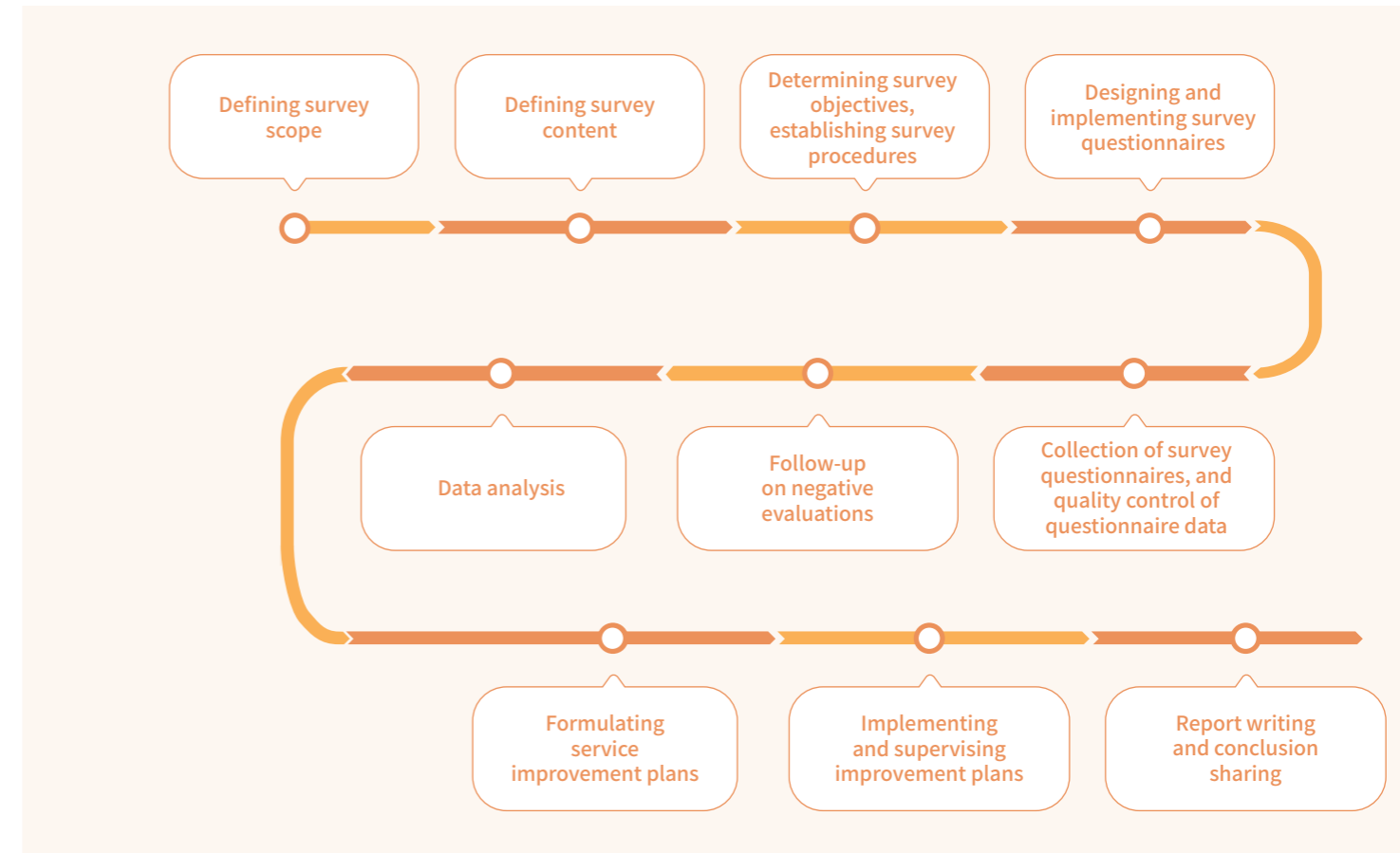
Customer Service Capability Improvement

Customer satisfaction enhancement

The Company has established a 7×24-hour, uninterrupted, omni-channel customer service system, leveraging diverse touchpoints such as telephone and online channels to rapidly respond to inquiries, comprehensively address customer needs, and efficiently resolve issues through closed-loop management—continuously delivering professional, convenient, and trustworthy services.

Simultaneously, the Customer Service Center has established a regular customer satisfaction survey mechanism, designing tailored questionnaires for different products and conducting periodic surveys and proactive follow-ups via phone, email, WeChat, and other channels. This enables comprehensive collection of customer feedback on products, services, and delivery quality, which is compiled into dedicated reports to continuously refine service quality, enhance customer loyalty and long-term retention, and support steady business growth. In 2025, agent-level customer satisfaction remained consistently above 99%, maintaining industry-leading service quality.

Customer Satisfaction Survey Management Procedure



Case study | Early colorectal cancer screening: seizing the window for life

In February 2025, the Company launched a shareholder appreciation initiative, offering the Colotect colorectal health test to shareholders as a demonstration of its commitment to stakeholder well-being through genomics. Shareholder Mr. Han participated, received a test kit, completed sampling, and received results indicating positive methylation in three genes. He promptly underwent a colonoscopy per medical advice and was diagnosed with intramucosal carcinoma of the sigmoid colon. Thanks to the precise early detection, the lesion was identified before cancer spread, and he made a full recovery post-surgery. Mr. Han later sent a heartfelt thank-you letter and a commemorative banner, sincerely acknowledging the clinical value of the Company's product and powerfully validating the real-world impact of BGI Genomics' mission: "Omics for All."



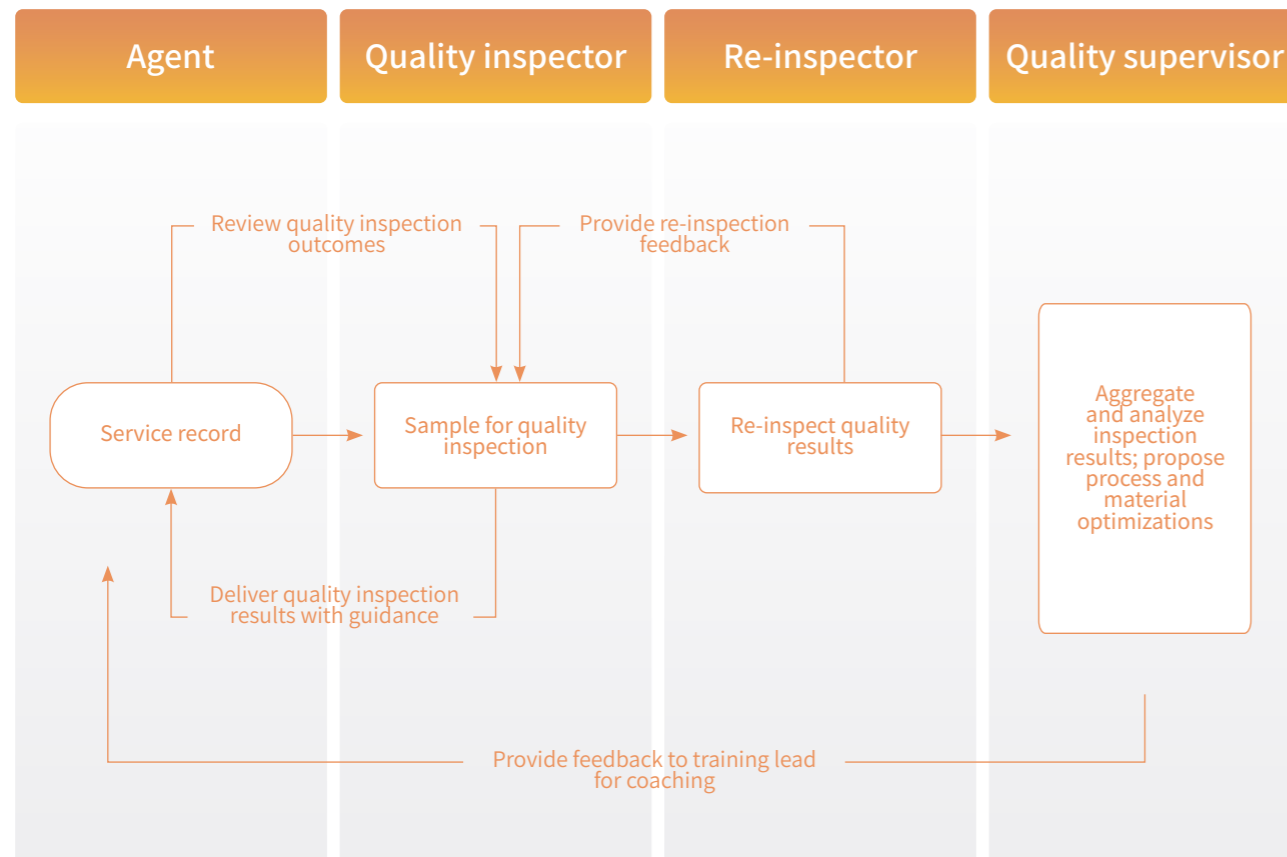
Key performance

In 2025, the Company collected **1,094** customer satisfaction survey responses, achieving a satisfaction rate of **99%**.

Customer service quality control management

The Company treats customer service quality as a key performance indicator, implementing end-to-end refined control through an intelligent quality assurance system. This includes an AI-powered quality inspection platform covering phone, online, and other channels, conducting daily proportional checks and re-inspections on every agent's interactions. Intelligent technologies enhance voice training and standardize service delivery. Real-time monitoring of agent blind spots, regular service philosophy training, and sharing of exemplary cases minimize performance variance. Customer feedback drives a closed-loop process optimization mechanism that rapidly translates improvements into standardized operating guidelines. Additionally, a four-tier quality inspection workflow—agents, inspectors, re-inspectors, and quality supervisors—ensures closed-loop management from service record generation, sampling, re-inspection, feedback and coaching, training implementation, to aggregated optimization—ultimately enhancing both service efficiency and customer experience.

Customer Service Center Quality Inspection Management Process



Digital and intelligent service transformation

To continuously enhance service quality, efficiency, and digital intelligence, the Company iteratively upgrades its end-to-end customer service support system. In 2025, it updated its knowledge base with over 10,000 entries, solidifying the foundation for expert service delivery. Internally, it enhanced the DingTalk app "Medical Encyclopedia" to enable enterprise-wide knowledge sharing and reuse, empowering frontline staff. Externally, it upgraded the intelligent agent "Gene," which—through specialized large-model training and dynamic updates from its proprietary knowledge base—achieved a 70% AI reception rate in 2025, enabling precise, detailed, and natural interactions with customers. This steadily advances the deep integration and innovative application of AI in customer service, continuously optimizing the user experience through technological innovation.



Continuous development of a professional customer service team

Drawing on years of operational experience, the Company has built a professional, stable, and highly qualified core service team with 14 years of deep industry expertise. As of the reporting period end, it has served over 4.6 million individuals, providing strong talent assurance for high-quality service delivery.

Qualification category	Number of certified individuals	Professional value
National Senior Health Manager	23	Provide professional health management consultation and guidance to clients
National Senior Public Nutritionist	14	Provide professional nutrition-related consultation services
National Senior Customer Service Manager	16	Ensure standardization of service processes and quality control of services
Junior/Intermediate Genetic Counselor	24	Provide professional technical services such as genetic counseling and report interpretation

The Company prioritizes building a future-ready talent team. It has formulated the *Management Measures for Public Customer Service Training in the Customer Service Center and the Competency Verification Plan for Long-term Employees*. Regular systematic training and assessments are conducted to continuously enhance the professional competence of the customer service team, fully empowering them to meet diverse role requirements. The Company formulates a detailed annual training plan at the beginning of each year, conducts year-end competency verification, and makes monthly adjustments based on actual conditions to ensure customer service personnel comprehensively master product knowledge, communication skills, and system operations, thereby delivering high-quality and efficient services to customers.

Case study | Conducting customer service training and competency verification to solidify the foundation of service professionalization

In 2025, the Company organized specialized training, competency verification, and on-site assessments focused on enhancing customer service capabilities. By integrating centralized lectures, directive rollouts, and practical evaluations, it strengthened customer service personnel's understanding and application of business processes, service standards, and communication requirements, promoting the translation of training outcomes into on-the-job performance and further solidifying the professional capabilities and service quality foundation of the customer service team.



The Company organizes on-site customer service training and competency assessment and verification

Key performance

In 2025, the Company conducted **7** customer service training sessions, covering **100%** of its customer service personnel.

Customer complaint handling

The Company has formulated the *Management Regulations for Handling Medical Customer Complaints*, clarifying standards and time limits for the entire complaint handling process to ensure customer concerns are addressed promptly, in a standardized manner, and through a closed-loop process. The core process is as follows:



Customer complaint handling process

Process node	Core work requirements	Committed time limit
Complaint acceptance and transfer	Receive customer complaints through all channels, complete complaint assessment and classification, and transfer to the corresponding responsible department and personnel	1 business day
Process feedback	Synchronize phased complaint handling progress with the customer and promptly communicate the handling status	Complete the first progress feedback within 2 business days
Investigation and handling	For different complaint types, such as service-related and quality-related, conduct special investigations, event grading, and formulate and implement resolution plans	Complete investigation and handling of service-related complaints within 5-10 business days
Follow-up after resolution	After complaint resolution, complete a customer satisfaction follow-up to confirm the customer's acceptance of the outcome	1 business day
Closed-loop optimization	Conduct root cause analysis of the complaint, drive relevant departments to implement corrective actions, and track the effectiveness of improvements	Continuous follow-up to achieve systematic optimization

Key performance

In 2025, the Company received **35** customer complaints, amounting to **1** complaint per RMB 100 million in revenue. The customer complaint resolution rate was **100%**.

Responsible marketing

BGI Genomics strictly complies with relevant laws and regulations, including the *Advertising Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*. The Company rigorously adheres to regulatory red lines to ensure all marketing activities are conducted within the legal framework. It deeply integrates the concept of responsible marketing into its entire business operations, establishing a comprehensive, end-to-end marketing compliance management system. Marketing practices are strictly regulated to resolutely eliminate violations such as false advertising and unfair competition, fully committed to fostering a fair, transparent, and trustworthy market environment, safeguarding consumers' legitimate rights and interests, and promoting the healthy and orderly development of the genomics and health industry.

○ Routine closed-loop management of marketing activities

The Company has established a routine, full-process control mechanism of "pre-review, in-process monitoring, and post-review" to implement full-lifecycle, closed-loop management of marketing activities and comprehensively mitigate marketing compliance risks.

Pre-review



The Company has established a stringent, multi-tiered marketing content review system, stipulating that all externally released marketing information, promotional materials, and advertising content must undergo a dual-review process: preliminary review by the business department followed by specialized review by the compliance and legal departments. The focus is on verifying the authenticity, scientific validity, and compliance of promotional content. Exaggerated claims, false advertising, absolute language, or distorted facts are strictly prohibited, ensuring all external marketing information is supported by authoritative scientific evidence. No content may be published externally without passing this review.

In-process monitoring



The Company conducts routine dynamic monitoring of published marketing content and ongoing campaigns, establishing an omni-channel marketing behavior monitoring mechanism covering online new media platforms, offline promotional events, academic engagements, and channel partnerships. This enables timely identification and handling of non-compliant promotional activities, swiftly containing risk propagation. Simultaneously, the Company strictly abides by laws and regulations governing market competition, prohibiting unfair practices such as improper benefit transfers, commercial bribery, or undue promises. It also prohibits suppliers from seeking procurement advantages or monopolistic positions through improper means like benefit transfers or special returns, fully committed to maintaining a fair and orderly market competition environment.

Post-review



The Company has established a marketing compliance risk review and rectification mechanism. For compliance issues and potential risks identified in marketing activities, it conducts root cause analysis to identify underlying problems and assign rectification responsibilities, formulates targeted optimization measures, and concurrently updates review standards and control requirements to establish a closed-loop management system, continuously refining the marketing compliance management framework.

○ Conduct regular responsible marketing training

The Company incorporates responsible marketing and compliance communication training into its company-wide training system, conducting regular, tiered specialized training for marketing-related personnel to continuously strengthen enterprise-wide compliance awareness and the philosophy of responsible marketing, solidifying the ideological foundation for marketing compliance. Adopting a blended online-offline training approach, it achieves full coverage of personnel across the entire marketing chain, including the Customer Service Center and Marketing Center. Compliance marketing training is also included as a mandatory component of new employee onboarding, ensuring new hires are familiar with marketing compliance red lines and policy requirements from day one and can only commence work after passing relevant assessments.

○ Deepening product and service popularization education

The Company consistently adheres to the principle of "science popularization first, scientific empowerment," integrating product and service popularization education throughout the marketing process. It delivers multi-format, multi-channel genomics and health knowledge dissemination to customers and the public, helping them scientifically understand the principles, applicable scope, value, and limitations of the Company's products and services. This breaks down cognitive barriers, eliminates misleading promotions, and effectively safeguards consumers' right to be informed and their right to choose.

In terms of building the science communication content system

- Centered on its core business areas—including reproductive health, cancer prevention and control, infectious disease prevention and control, and chronic disease management—the Company has developed a professional, rigorous, and accessible science communication content system. This system covers multiple dimensions such as disease prevention knowledge, principles of genomic technology, product application scenarios, and test result interpretation, ensuring all content is backed by authoritative scientific research and clinical data, and avoiding any exaggerated or misleading statements.

In terms of science communication channels and formats

- Online, the Company leverages new media channels such as its official WeChat Official Account, video channels, and live streaming platforms to continuously publish popular science articles, expert interview videos, and short science videos, creating a series of science communication IPs to provide the public with convenient and accessible health knowledge services. It has also launched the ChatGeneT professional genomics consulting platform, which offers the public knowledge on genetic diseases, genetics education, and personalized health advice based on a professional knowledge base, lowering the cognitive barrier to understanding genomic technologies and related products.
- Offline, in conjunction with health-themed days such as National Ear Care Day, World Thalassemia Day, Cancer Prevention and Control Promotion Week, and World Gut Health Day, the Company collaborates with local health commissions, medical institutions, and public welfare organizations to conduct free clinics, health lectures, grassroots science outreach tours, and public welfare screenings. These activities reach deep into communities and primary healthcare institutions, providing face-to-face explanations of genomic health knowledge and the value of its products and services. Simultaneously, through academic marketing activities, it engages in professional academic exchanges and product knowledge dissemination with clinical experts to enhance scientific understanding of its products within the professional community and promote the delivery of standardized, scientific health knowledge.

Others

- Throughout the entire product promotion and customer service journey, the Company has established a full-cycle consulting service system, with professionals providing one-on-one product explanations, report interpretations, and health advice before, during, and after testing. This ensures customers gain a comprehensive and accurate understanding of relevant product and service information, enabling them to make informed consumption decisions, truly empowering marketing through science communication and safeguarding public health with a sense of responsibility.

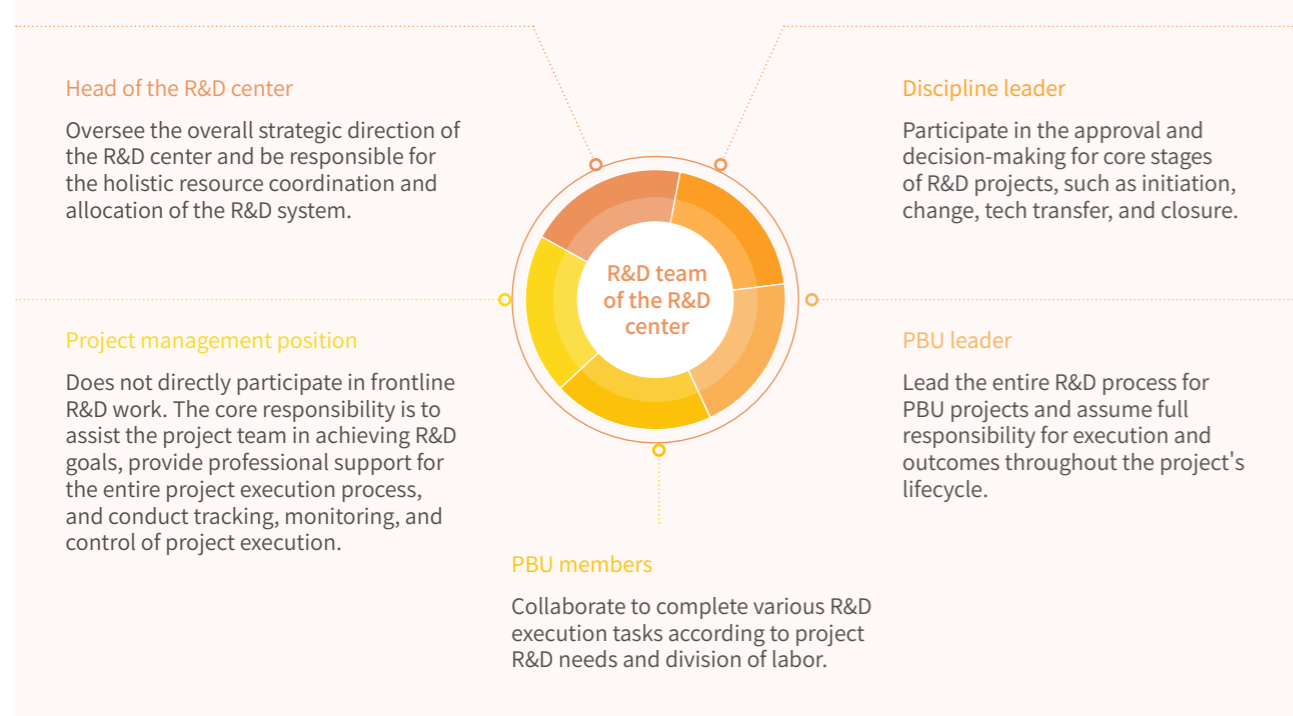
Innovation-driven development

R&D and innovation

The Company continues to deepen the standardization of its R&D system, focusing on full lifecycle management of R&D center projects. It has unified and standardized management requirements across the entire chain—including project initiation, execution, process monitoring, tech transfer, and project closure—to vigorously advance the transformation and full-cycle management of R&D outcomes. The Company strictly implements the R&D Center Project Management Methodology to ensure R&D outputs are highly aligned with the Company's strategic development needs, project progress meets design objectives, and R&D cost control satisfies accounting requirements, driving the comprehensive, standardized, scientific, and efficient implementation of R&D management.

R&D and innovation management structure

Based on the actual operational effectiveness of its R&D management system, the Company continuously reviews and optimizes its R&D management regulations and systems, establishing a research management organizational structure with clear divisions of labor and well-defined responsibilities and authorities, constantly strengthening the foundational bedrock for the Company's innovation capabilities.



Major R&D projects during the reporting period

BGI Genomics adheres to an innovation-driven strategy, focusing on key technological breakthroughs and modular upgrades of its sequencing platforms. By strengthening the domestic sourcing of core raw materials and enhancing bioinformatics analysis efficiency, the Company not only solidifies its foundation of technological self-reliance but also continuously optimizes its product portfolio, effectively supporting sustainable business growth and global expansion.

Major R&D project name	Project purpose	Project progress	Intended goals
Domestic substitution for the NIFTY non-invasive prenatal testing (NIPT) product reagent kit	Achieve domestic production of all raw materials for the reagent kit	Completed replacement testing of all imported raw materials in the NIFTY reagent kit with domestic reagents and initiated the registration for raw material changes	Achieve domestic substitution of major raw materials while ensuring product testing performance and stability, significantly reducing testing costs and improving the stability and controllability of raw material supply
Development of "Five-pre" products based on the WGS technology platform	Develop carrier screening, prenatal screening, newborn screening, preimplantation genetic testing (PGT), and other technologies based on the WGS platform, completing a full-line upgrade of the "Five-pre" products	Completed the development of localized products for carrier screening and newborn screening based on the WGS technology platform, and released localized WGS testing solutions based on the MGISEQ-2000 and DNBSEQ-T7 platforms	Establish a "Five-pre" product system based on the WGS technology platform to provide a one-stop, comprehensive, high-level solution for the entire birth defect prevention and control system, covering preconception, prenatal, preimplantation, and preschool stages
R&D of a modular and containerized bioinformatics analysis platform for WGS	Advance modular and containerized R&D for WGS bioinformatics data analysis to enable rapid iteration and agile global deployment of WGS products; simultaneously improve analysis speed and reduce computing and storage costs, facilitating the comprehensive promotion and accessible application of WGS technology	Promote standardized database R&D based on standard modular processes, achieve standardized iterative management of WGS products and diversified process interfaces, and rapidly deploy express WGS, carrier screening WGS, and newborn screening WGS	Build a modular and pluggable WGS bioinformatics analysis platform that supports rapid iteration and hot updates of clinical-grade analysis pipelines; develop a multi-modal deployment solution covering on-premises servers, private clouds, and public clouds to meet compliance requirements across different global regions
Optimization and upgrade of WES and WGS products	Optimize the molecular diagnostic product portfolio and improve the overall detection rate	Deploy express testing for WGS products and release a localized express WGS solution based on the DNBSEQ-T1+ sequencer	Continuously expand the detection scope, optimize detection performance, and improve the detection rate of monogenic disease testing products through iterative experimental technologies and optimization of proprietary analysis algorithms; enhance the functionality of the cloud-based interpretation platform to support product localization
Optimization and upgrade of thalassemia gene testing products	Develop single-molecule thalassemia testing products	Release single-molecule thalassemia testing products and localized solutions	Achieve more comprehensive thalassemia gene testing and product iteration through single-molecule sequencing technology.

R&D and innovation achievements

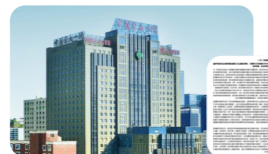
The Company actively leads or participates in the development of standards at all levels in fields such as reproductive health, cancer prevention and control, infection prevention and control, and multi-omics big data. As of the end of the reporting period, the Company has cumulatively led or participated in the development of 121 standards, including 1 international standard, 2 "Belt and Road" regional standards, 17 national standards, and 60 group standards. The issuance and implementation of these standards have further standardized the clinical application scenarios of genetic testing technologies and provided critical support for the quality control of related products and services. Meanwhile, the Company is deeply involved in the establishment of numerous domestic and international industry standard organizations and industrial alliances, playing a significant role in promoting the formulation and implementation of globally leading standards and contributing to the high-quality development of the industry.

In the field of deep integration between artificial intelligence and precision medicine, BGI Genomics continues to deepen external collaborations and achievement transformation. The Company has established partnerships with leading institutions including Peking Union Medical College Hospital, the National Clinical Research Center for Laboratory Medicine at the First Affiliated Hospital of China Medical University, the Obstetrics & Gynecology Hospital of Fudan University, PengCheng Laboratory, and Zhejiang Lab, focusing on joint research in areas such as large models for rare diseases, AI demonstration bases, multimodal models, bioinformatics computing compression, and intelligent Agent R&D. The Company's related AI solutions have received multiple industry recognitions, and its patent and software copyright portfolio are steadily expanding.

Hospital and scientific research cooperation



Engage in in-depth collaboration with Peking Union Medical College on large models for rare diseases, including co-authored publications and joint applications for clinical and translational projects, and present findings at the 2nd Annual Conference on Rare Diseases of the Chinese Medical Association



Jointly apply with the National Clinical Research Center for Laboratory Medicine at the First Affiliated Hospital of China Medical University to establish an artificial intelligence demonstration base

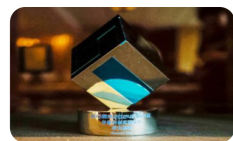


Collaborate with the Obstetrics & Gynecology Hospital of Fudan University in Shanghai to apply for the Shanghai Scientific Intelligence Reserve Project, with in-depth cooperation on prenatal multimodal large models



Cooperate with PengCheng Laboratory in fields such as bioinformatics computing compression and life science large models; cooperate with Zhejiang Lab on Agent R&D

Hospital and scientific research cooperation



iGeneT Pro was recognized as the "Annual Sci-tech Innovation Practice Case" at the 2024 Southern Weekly Sci-tech Innovation Conference



The intelligent integrated gene testing solution for precision medicine won third prize in the Health Big Data Application Technology Track of the Xiong'an Medical and Health Technology Application Competition



iGeneT Pro won the BGI Genomics 2024 Huabiao Award



6 core patents accepted, 3 software copyrights registered, and multiple patent applications pending

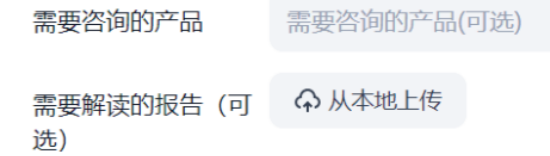
Case study | Launching the ChatBGI intelligent assistant to enhance the accessibility of precision health services

In February 2025, BGI Genomics Internet Hospital officially launched ChatBGI, providing users with 24/7 intelligent services, including genetic testing consultation, product inquiries, report interpretation, and health management advice, covering scenarios such as reproductive health, cancer prevention and control, chronic disease management, and infection prevention and control.

Leveraging the synergistic capabilities of a professional knowledge base and large language models, this platform has enhanced service response efficiency and user experience, providing support for the implementation of "AI + testing services" and the democratization of precision health management.



ChatBGI
华大基因助手ChatBGI



BGI Genomics Internet Hospital launches ChatBGI intelligent health management assistant

Case study | Exhibited at international technology fairs, showcasing innovative capabilities in localized AI-powered testing

In June 2025, BGI Genomics participated in the 11th China (Shanghai) International Technology Import & Export Fair (CSITF), showcasing the "SIRO High-throughput Gene Testing Localized Medical Solution" and presenting it as a representative achievement at the CSITF press conference. This platform integrates standardized laboratory workflows, AI-powered intelligent analysis, and localized deployment, achieving a closed-loop "sample-in, report-out" process. It demonstrates the Company's technological prowess in intelligent testing for precision medicine and provides a new pathway for bringing gene testing to grassroots levels and enhancing the accessibility of clinical services.



BGI Genomics showcases SIRO high-throughput gene testing localized medical solution at CSITF

Case study | Host the International Conference on Genomics, building consensus on innovation in omics and AI

In October 2025, the 20th International Conference on Genomics (ICG-20) was held in Hangzhou, gathering over 100 experts and scholars from 19 countries and regions for in-depth discussions on "The Future of Omics and AI." During the conference, BGI Research and Zhejiang Lab jointly launched Genos, the world's first universal foundational model for the human genome with tens of billions of parameters. This showcased the Company's cutting-edge exploration at the intersection of omics and artificial intelligence and injected new momentum into global scientific collaboration and the innovative development of precision medicine and life sciences.



The 20th International Conference on Genomics

Key performance

In 2025, R&D investment amounted to RMB **508** million.

R&D investment accounted for **13.71%** of operating revenue.

Intellectual property protection

BGI Genomics adheres to institutional development as a key driver to promote the standardization and normalization of its intellectual property (IP) management. The Company has formulated and continuously refined internal regulations, including the IP Transfer Management Measures, Patent Management Measures, *IP Reward Measures*, *Trademark Management Measures*, and *Technical Secrets Management Measures*, forming a hierarchical and well-integrated institutional system. Concurrently, the Company has established an Intellectual Property Department as a first-level unit, directly overseen by the General Manager, to ensure the deep integration of the IP strategy with the Company's overall business objectives, achieving seamless alignment from top-level design to on-the-ground execution.

Case study | Specialized training on trademark protection

To comprehensively enhance the Company's professional capabilities in trademark application and protection and mitigate brand risks in business operations, the Intellectual Property Department held a "Specialized Training on Trademark Protection" in April 2025. The training covered fundamental trademark knowledge, registration application procedures, examination criteria, as well as practical matters such as trademark usage guidelines and evidence collection, aiming to empower the development of new quality productive forces through high-quality and efficient IP protection.



The specialized training on trademark protection

Key performance

In 2025, a cumulative total of **802** patents were held.

A cumulative total of **919** software copyrights were held.

A cumulative total of **1,084** trademarks were held.

104 new patent applications were filed.

55 new patents were granted.

43 new software copyrights were registered.

Ethics of science and technology

BGI Genomics has always been guided by its corporate vision of "Omics for All." Deeply aware of the symbiotic relationship between technological advancement and ethical governance, the Company adheres to the principle of "responsible innovation" and upholds bioethics and the ethics of science and technology as its core values. While advancing scientific and technological progress, the Company is committed to fully protecting participant rights, safeguarding personal privacy, and upholding social fairness and justice, thereby achieving a harmonious unity between technological development and ethical constraints.

Vision	Uphold the core philosophy of "Omics for All" and make "tech for good" the starting point for all innovation
Ethical principles	Adhere to "responsible innovation" and uphold bioethics and the ethics of science and technology as core values
Development goals	While advancing scientific and technological progress, protect participant rights, safeguard personal privacy, and uphold social fairness and justice

Management system and structure for the ethics of science and technology

BGI Genomics has established an ethics management structure centered on the Science and Technology Ethics Committee and the Compliance Department, and has formulated institutional documents such as the *Bioethics Management Measures and Ethics Management Regulations*. The Company's Science and Technology Ethics Committee is responsible for conducting ethical reviews, risk assessments, and compliance consultations. Its members include experts from fields such as ethics, law, and medicine, ensuring the professionalism, impartiality, and independence of the ethical review process. Meanwhile, the Compliance Department oversees key areas including life science ethics, data security, and human genetic resources management. It formulates relevant norms and regulations, conducts risk assessments, compliance training, and supervision and inspection to ensure the compliant development of all Company operations.

BGI Genomics' management mechanism for the ethics of science and technology

<p>Ethics training and consultation</p> <p>The Science and Technology Ethics Committee provides ethics training courses for BGI employees and accepts daily ethical consultations to help BGI employees enhance their awareness of the ethics of science and technology</p>	
<p>Daily management mechanism</p> <p>Establish a graded and classified project management system and implement an ethical risk assessment mechanism</p>	
<p>Collaborative compliance management</p> <p>The Science and Technology Ethics Committee collaborates with multiple departments, including the Compliance Department, R&D management, and Legal Affairs, to conduct joint oversight, effectively preventing and promptly addressing potential ethical risks</p>	

Building a culture of ethics of science and technology and social participation

The Company actively promotes the building of a culture of science ethics, primarily through training and social engagement. By conducting regular training on the ethics of science and technology, it enhances employees' ethical awareness and compliance capabilities, ensuring that research and business activities adhere to ethical norms and legal requirements. Simultaneously, BGI Genomics emphasizes social engagement, proactively communicating with regulatory bodies, research institutions, and the public, sharing practical experience in science ethics, and participating in industry standard setting and research projects to foster ethical consensus and social responsibility in the life sciences field.

Case study | Symposium on "Intelligence Leading the Future, Ethics Walking Alongside"

In April 2025, the BGI Science and Technology Ethics Committee held its annual meeting and the symposium on "Intelligence Leading the Future, Ethics Walking Alongside," focusing on ethical governance in the integration of AI and biotechnology. Experts from universities, research institutes, and medical institutions discussed frontier topics such as algorithmic bias, data privacy, and human-machine collaborative responsibility, analyzing the balance between technological advancement and ethical constraints from an interdisciplinary perspective. The meeting reached multiple consensus points, including improving review standards, establishing risk early-warning mechanisms, and strengthening ethics training. This reflects BGI Genomics' commitment to integrating ethical considerations into technological innovation, leveraging an open platform to gather collective wisdom, and providing practical approaches for the responsible development of emerging technologies, demonstrating the Company's leadership and social responsibility in the field of science and technology ethics.



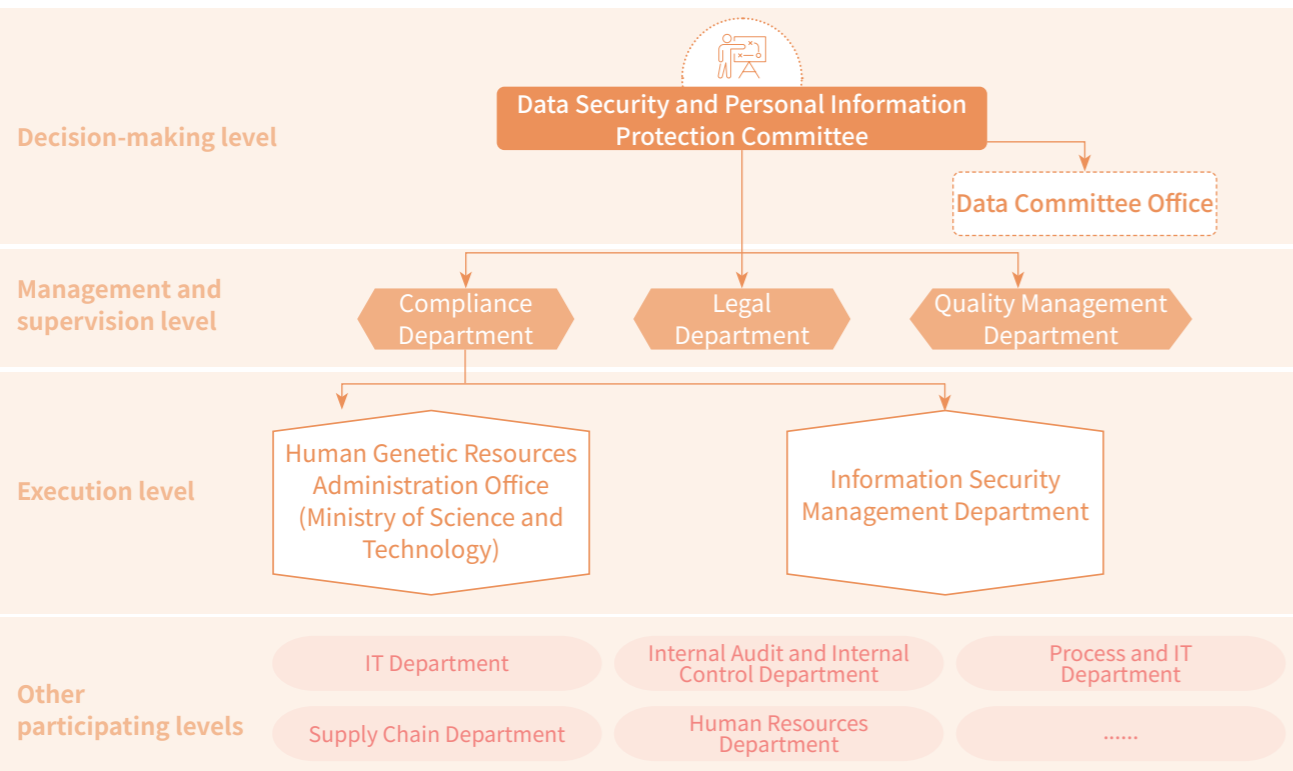
Data security and customer privacy

BGI Genomics strictly complies with relevant laws and regulations, including the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*. Adhering to the principle of coordinating development and security, the Company consistently treats data security and customer privacy protection as a critical foundation for ensuring business continuity, safeguarding customer rights, reinforcing cooperative trust, and supporting digital transformation. It promotes the establishment of a secure, controllable, standardized, transparent, and clearly accountable data governance system, providing robust support for the stable operation and long-term value creation of its precision medicine business.

Governance

BGI Genomics has formulated internal policies and systems, including the *Implementing Rules for Data Security Management*, *Management Measures for Data Security Classification and Grading*, *Management Measures for Privacy Policies*, and *Specifications for Personal Privacy Data Processing*. The Company continuously enhances its data security governance system covering the full chain of decision-making, supervision, execution, and business usage. Data protection requirements are embedded into all aspects of business development, R&D innovation, delivery operations, and external collaboration, driving the shift of data security from passive defense to proactive governance. This provides foundational support for the Company's stable operations, technological innovation, and compliant development. In 2025, the Company obtained ISO/IEC 27001 Information Security Management System certification and implemented the ISO/IEC 27701 Privacy Information Management System for the first time, ensuring standardized management of data security and customer privacy.

BGI Genomics' governance structure for data security and customer privacy protection



14 of BGI Genomics' key business systems have passed the Level III assessment and certification under China's Classified Protection of Cybersecurity framework

Cybersecurity classified protection assessment level	Name of assessed system
Level III	ChatGeneT Genetic Counseling Assistance System, iGeneT End-to-End Gene Interpretation Platform, BGI Zhihui Health Management System, Unified ID System, Whale Cloud Report System, PETA System, Birth Defect Prevention and Control System, HALOS All-in-One Gene Sequencing System, Government Public Livelihood Testing Project Information System, BGI Genomics Medical Mall, Cloud-based Public Livelihood Platform, BGI Cancer Early Screening System, BGI Medical Testing Platform

Strategy

BGI Genomics incorporates data security as a critical enabler of its digital operations and compliance management. The Company continuously assesses the impact of data processing activities on business continuity, customer trust, and long-term development from a risk prevention and control perspective. It advances security governance capability building in synergy with digital business expansion, extending data management from basic compliance assurance toward enhanced operational resilience and value creation support.

BGI Genomics' identification and response to risks and opportunities related to data security and customer privacy

Risk/Opportunity	Specific description	Impact duration	Financial impact	Response strategy
Compliance risk (classification, grading, and management of important data)	The Company handles important data, genetic identification data, and sensitive personal information. Inadequate data asset inventory, classification, grading, or differentiated protection may lead to compliance breaches and liability risks.	Medium- and long-term	Increased investment in compliance remediation; potential rise in penalties, audit, and legal response costs.	Strengthen data asset inventory management and implement classification, grading, highest-standard adherence, and tiered protection requirements.

Risk/Opportunity	Specific description	Impact duration	Financial impact	Response strategy
Operational risks (collection, transmission, use, and permission management)	Risks such as leakage, tampering, unauthorized access, and use beyond authorized scope exist in data collection, transmission, use, and export.	Short and medium term	Business interruption losses; increased costs for customer compensation and trust restoration.	Implement principles of minimum necessity, permission control, secure transmission, log retention, data desensitization, and approval-based authorization.
Opportunities				
Opportunities for governance maturity and trust enhancement	Continuously improving systems, certifications, training, and red-blue team exercises enhances governance maturity, customer trust, and digital business support capabilities.	Medium- and long-term	Reduced losses from major incidents; enhanced partnership stability and brand trust.	Continuously advance system optimization, certification maintenance, training and drills, and security culture building.
Opportunities for data assetization and productization	The Company is advancing OmicsDB, a unified data security management platform, and a data asset management system to transform data from a resource into assets, products, and services, and has begun exploring data product commercialization and value realization.	Medium- and long-term	Expanded revenue from data products, improved operational efficiency of data assets, and strengthened growth drivers for new businesses.	Continuously promote platform-based management, standardized accumulation, compliant data circulation, and data product development.

Impact, risk, and opportunity management

BGI Genomics has established a closed-loop management system for impacts, risks, and opportunities centered on "pre-event identification and assessment – in-event tiered control – post-event emergency response – continuous optimization and improvement." The Company embeds data security and personal information protection requirements into key scenarios including scientific research, testing, delivery, system development, and cross-border collaboration. While mitigating risks such as data leakage, non-compliant cross-border transfers, and system anomalies, it continuously strengthens the compliance support capabilities, operational resilience, and value conversion foundation of its digital business.

Indicators and targets

BGI Genomics places high importance on data security and customer privacy protection, consistently treating it as a vital foundation for ensuring stable operations, maintaining customer trust, and supporting sustainable business development. The Company adheres to the principle of balancing compliance management with business growth, continuously enhancing its data governance capabilities and privacy protection standards, and is committed to building a secure, standardized, and trustworthy data management environment.

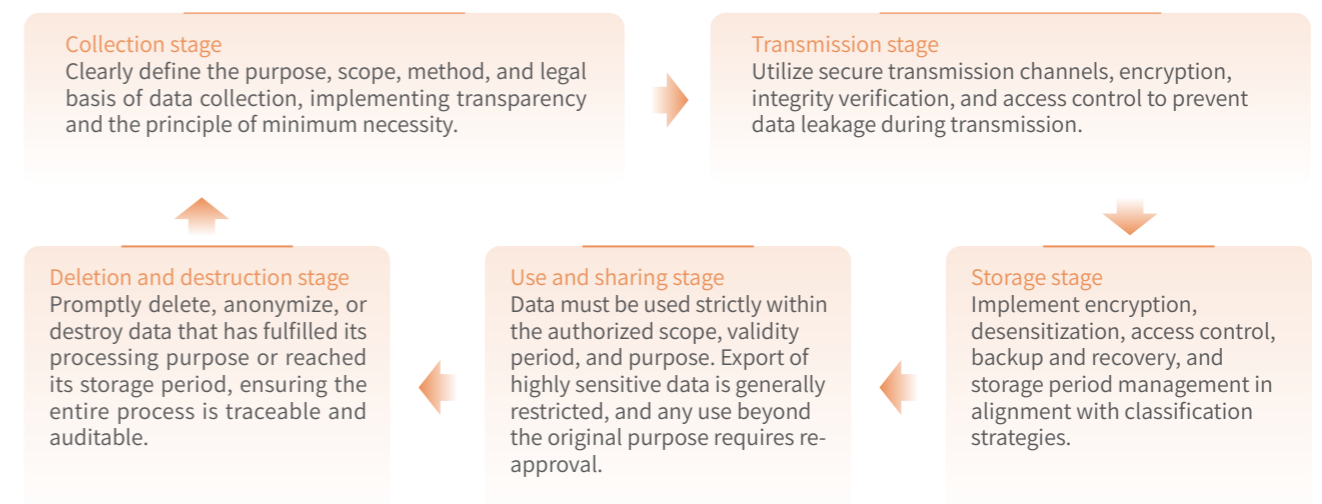
Key performance

Indicator	Unit	2025 data
Number of incidents related to data security and customer privacy breaches	Cases	0
Monetary value involved in incidents of data security and customer privacy breaches	RMB	0
Customer information security and privacy protection training conducted	Sessions	8
Participation in customer information security and privacy protection training	Person-times	552
Information security emergency drills conducted	Sessions	2
Participation in information security emergency drills	Person-times	500

Full life-cycle data security management

BGI Genomics implements full life-cycle data security management, with data classification and grading as the cornerstone. The Company establishes baseline rules for differentiated protection based on data attributes, business purposes, affected subjects, and impact severity. Limited security resources are prioritized for high-sensitivity, high-impact scenarios to align management requirements with protection intensity, thereby enhancing the precision of data governance and the efficiency of resource allocation.

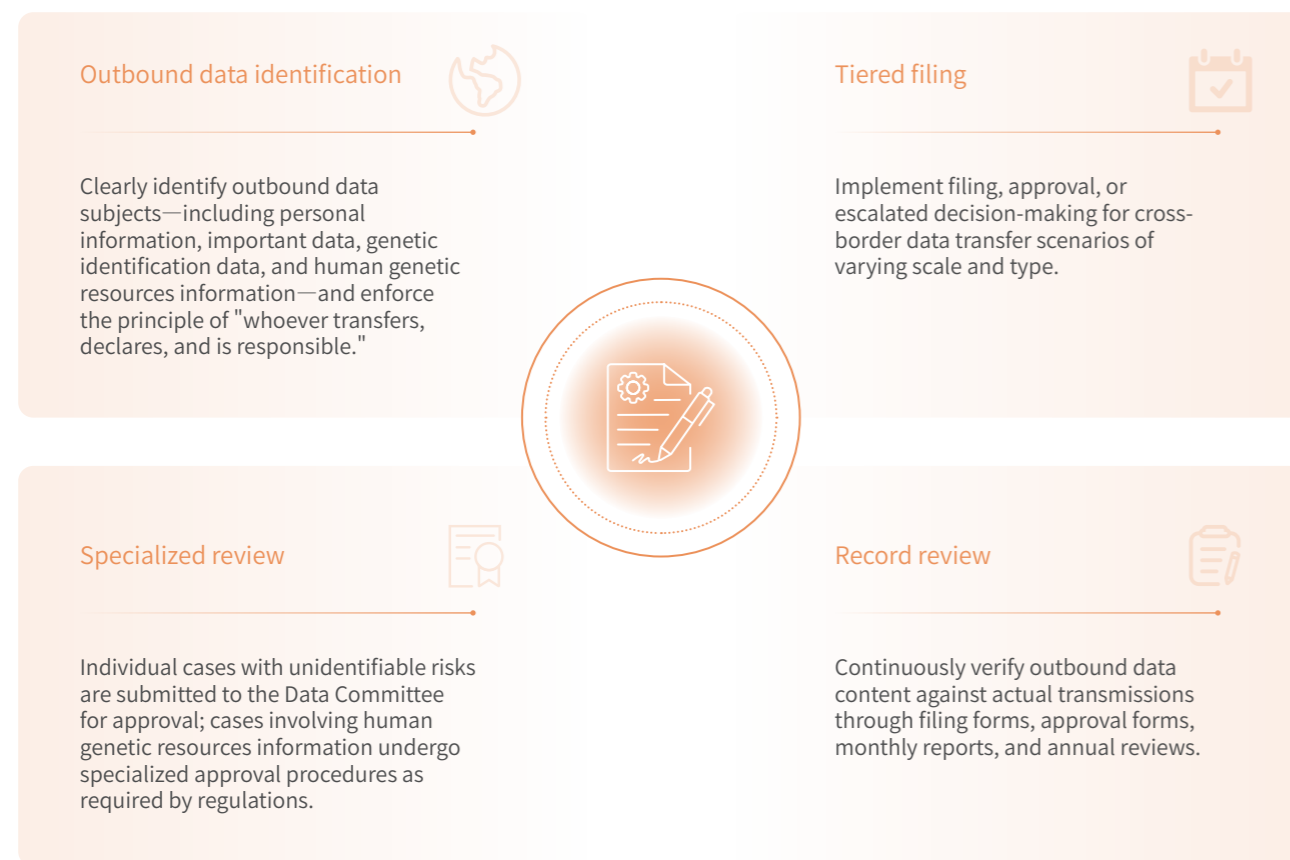
BGI Genomics' closed-loop management for full life-cycle data security



○ Cross-border data transfer management

BGI Genomics regards cross-border data transfer management as a critical boundary control measure for aligning domestic compliance requirements with global business collaboration. Centered on compliance review, tiered filing, and prudent approval, the Company has established a cross-border data transfer control mechanism, strengthening identification and process management for outbound transfers of personal information, important data, and gene-related data. This ensures cross-border business operations are conducted lawfully, transparently, and controllably, and that all cross-border data transfers comply with applicable laws and regulations.

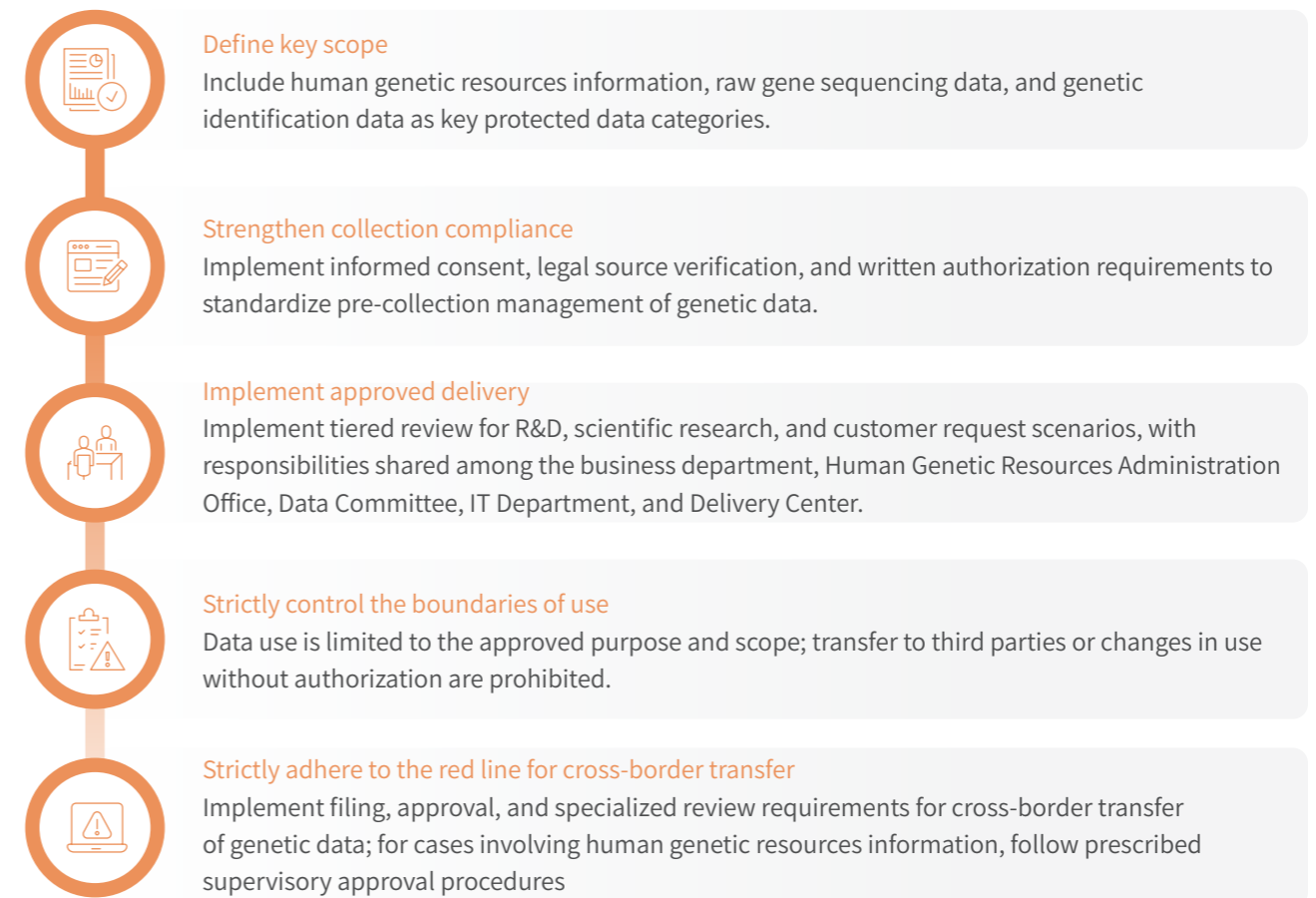
BGI Genomics' control measures for cross-border data transfer



○ Specialized control for genetic data security

BGI Genomics designates genetic data security as a priority area within its data governance framework, implementing specialized management for highly sensitive and high-impact data such as human genetic resources information, raw gene sequencing data, and genetic identification data. The Company strengthens lawful collection, classification and grading, approved delivery, usage constraints, and cross-border transfer controls, establishing a dedicated genetic data security control mechanism. It enhances human genetic resources management and ensures genetic data protection requirements are integrated across key scenarios—including scientific collaboration, product R&D, testing delivery, and cross-border cooperation—continuously solidifying the compliance and trust foundations for its precision medicine business.

BGI Genomics' specialized control measures for genetic data security



○ Data security emergency management

In accordance with the *Emergency Plan for Data Security Incidents*, BGI Genomics continuously refines its data security incident response system, treating emergency management as essential support for business continuity, customer privacy rights protection, and compliance baseline integrity. Through proactive planning, unified response protocols, and coordinated incident handling mechanisms, the Company extends data security management from routine protection to resilience capacity building, enhancing rapid response, resource mobilization, and impact containment capabilities during emergencies. This minimizes adverse effects on operations, brand reputation, and stakeholder trust, providing assurance for the steady development of its digital business.

○ Privacy protection management

BGI Genomics integrates privacy protection throughout information system development, business process design, and personal information processing activities. Focusing on compliant notification, minimum necessity, explicit consent, data desensitization, and anonymization, the Company continuously improves its personal information protection mechanisms to balance legitimate data utilization with privacy rights safeguards, thereby strengthening stakeholders' trust in its data governance capabilities.

Case study | Conduct red-blue team exercises to enhance practical data security protection capabilities

In November 2025, BGI Genomics organized a two-week professional red-blue team cyber exercise, simulating real-world attack scenarios in a controlled environment to systematically test critical areas including identity authentication, access control, network segmentation, and supply chain security, identifying and exposing potential vulnerabilities. The exercise directly drove the implementation of security enhancements such as unified identity authentication, multi-factor authentication, and network zoning, further improving the specificity, operability, and cross-team coordination of emergency response plans, and continuously strengthening the Company's overall cybersecurity posture.

Case study | Conduct data security training to solidify the privacy protection line of defense across the industry chain

In 2025, BGI Genomics held 8 specialized data security training sessions, with approximately 542 participants and about 10 hours of instruction. The sessions provided in-depth coverage of medical business compliance, data security, and customer privacy protection, systematically explaining data classification and grading, personal and sensitive information protection, full life-cycle security management, and legal responsibilities, reinforced by case studies to strengthen risk awareness and protective measures. The training enhanced the compliance and privacy protection capabilities of employees and partners, jointly fortifying the supply chain's data security defenses and fostering a secure, trustworthy collaboration environment.



On-site data security training

Supply chain management

BGI Genomics adheres to the supply chain management philosophy of "collaborative win-win and sustainable development," strictly complying with relevant laws and regulations such as the *Bidding Law of the People's Republic of China*. The Company has built a comprehensive supply chain management system and continuously advances the standardization of the end-to-end process—including procurement sourcing, bidding execution, supplier admission, performance evaluation, exit management, and file updates. Quality, efficiency, compliance, risk control, and collaborative win-win principles are integrated across all supply chain activities, promoting synergistic development, and steadily enhancing supply stability, business continuity, and procurement transparency, thereby laying a solid foundation for the Company's high-quality development.

Supply chain management system and regulations

Guided by the management principles of "standardization, efficiency, collaboration, and controllability," BGI Genomics has formulated institutional documents including the *Procurement Management System*, *Supplier Management System*, *Supply Chain Bidding and Procurement Management System*, and *Engineering Project Procurement Management Measures*. Through cross-departmental collaboration and SRM system implementation, the Company has evolved supply chain management from transactional procurement to a full-process governance system encompassing demand initiation, sourcing and pricing, contract signing, order execution, and performance review, continuously enhancing supply chain resilience and management precision.

BGI Genomics' supply chain management governance structure

Supply Chain Department

- ▶ Coordinates supply chain procurement, supplier management, and performance execution, serving as the core management unit for the supply chain.

Business Execution Unit

▶ Sourcing Group

Responsible for category strategy formulation, procurement sourcing, supplier development and admission initiation, and organizing on-site factory visits, sample validation, technical compatibility assessments, and pricing process advancement.

▶ Demand Management Group

Order Management Group: Responsible for order creation, delivery tracking, coordination of goods receipt and payment milestones, handling returns, exchanges, and replenishments, and recording delivery and quality deviations in supplier performance.

▶ Supplier Management Group

Responsible for supplier qualification review, admission assessment, daily monitoring, performance evaluation, suspension and exit, file maintenance, and risk monitoring; serves as the lead unit for supplier full life-cycle management.

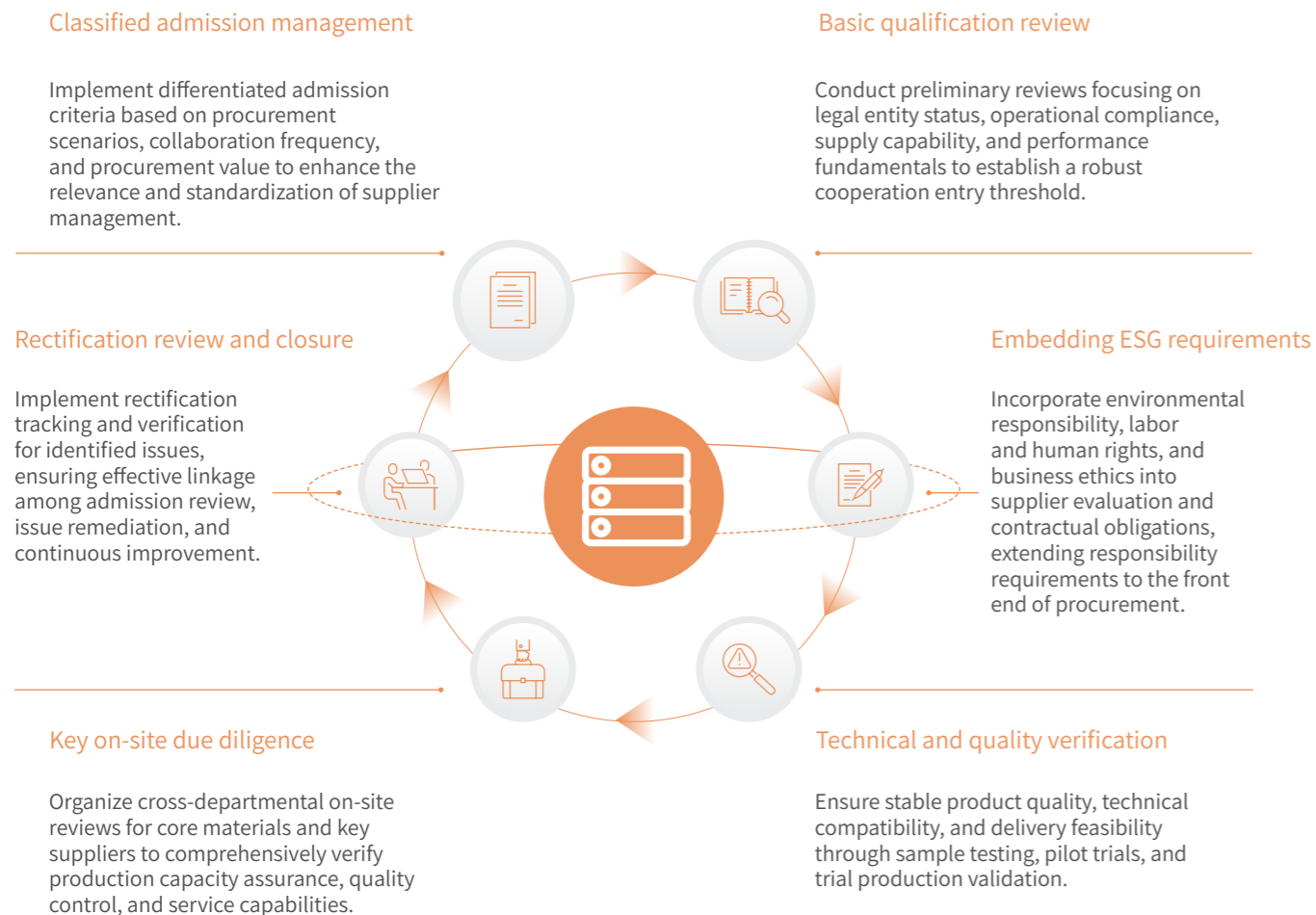
Collaborative Support Unit

- ▶ **Legal Affairs Department:** Responsible for legal risk review and approval of contract and agreement clauses.
- ▶ **Finance Department:** Responsible for providing input on commercial terms, processing payment requests, and supporting payment approvals.
- ▶ **Requesting Department:** As the originator and user of procurement needs, participates in supplier quality evaluation and provides feedback on performance issues.
- ▶ **Internal Audit and Internal Control Department:** Responsible for monitoring process execution, investigating violations, and recommending blacklisting.

Supplier ESG evaluation, admission, and due diligence

BGI Genomics treats supplier ESG evaluation, admission, and due diligence as a key lever to enhance supply chain quality, resilience, and responsible governance, continuously embedding sustainability requirements at the outset of partnerships.

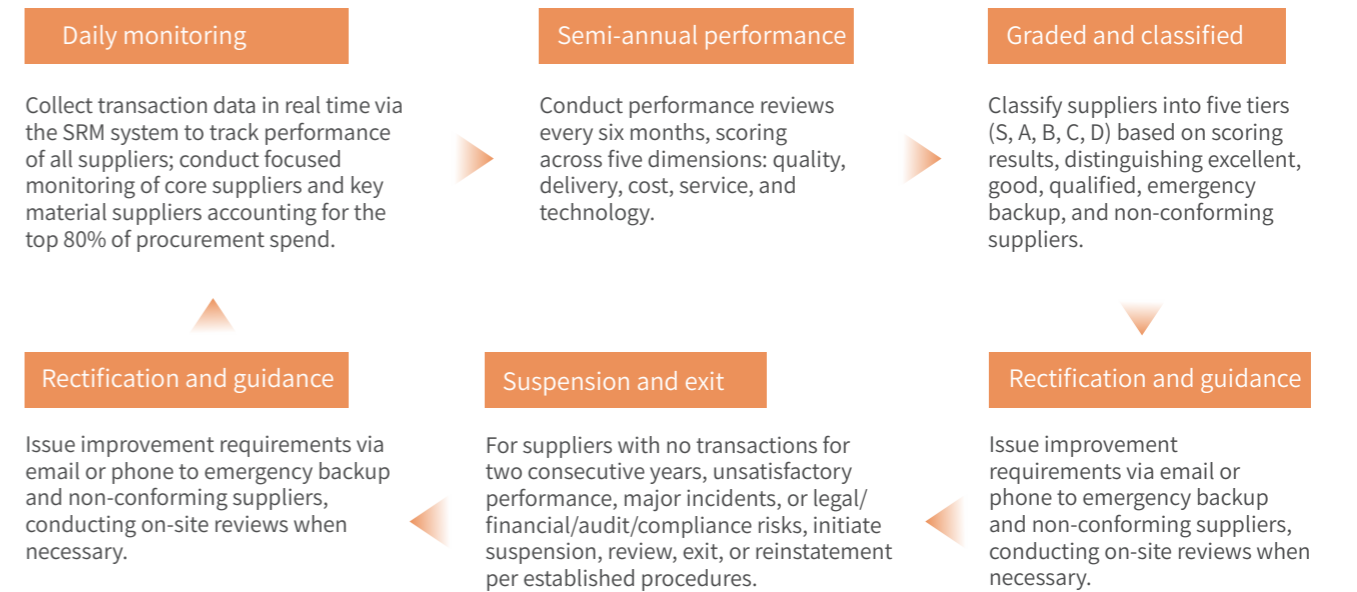
BGI Genomics' supplier ESG evaluation, admission, and due diligence mechanism



Supplier evaluation, assessment, and exit

BGI Genomics extends supplier management from "static admission" to a closed-loop mechanism encompassing "continuous monitoring, semi-annual review, classified rectification, suspension and exit, and file maintenance." Through hierarchical and tiered management, it strengthens supply risk early warning and performance correction, ensures security of core material supply, improves the overall quality and traceability of the supplier base, and shifts supply chain management from reactive handling to proactive prevention and continuous optimization. The Company rigorously selects high-quality suppliers to ensure a stable and reliable supply chain.

Supplier dynamic assessment and exit mechanism



Supplier ESG assessment management

BGI Genomics embeds green development requirements throughout procurement and collaboration management, establishing a green procurement system and prioritizing environmentally friendly materials and equipment. Through environmental admission reviews, environmental clauses in contracts, socio-environmental impact assessments, and environmental responsibility commitments from partners, the Company ensures procurement activities balance business needs with environmental impact control, promoting the integration of resource conservation, environmental friendliness, and supply chain sustainability.

BGI Genomics' supply chain ESG assessment management mechanism



Supplier communication and cooperation

BGI Genomics views supplier communication and cooperation as a key driver for enhancing supply chain stability, advancing technological progress, and strengthening quality assurance. Through mechanisms such as technical exchanges, framework collaborations, joint reviews, on-site visits, and rectification re-inspections, the Company encourages suppliers to evolve from transactional partners to collaborative partners, continuously enhancing supply chain co-innovation capabilities and quality co-governance.

BGI Genomics' supplier communication and cooperation mechanism

Supplier technical exchanges	Arrange supplier technical exchanges to jointly advance technological innovation and quality improvement.
Framework agreement cooperation	Prioritize framework agreements for high-spend or high-frequency procurement categories to reinforce long-term collaboration.
Negotiation and bidding communication	Standardize communication and selection through quotation comparison, competitive negotiation, and procurement bidding.
Joint on-site visit and exchange	Conduct cross-departmental on-site exchanges focusing on production capacity, quality, service, and technical compatibility.

Case study | Host the "Inclusive Technology for a Healthy Life" conference to promote co-construction of a precision health ecosystem

In March 2025, BGI Genomics participated in the first Healthy Partners Conference hosted by BGI Group at the BGI Center, inviting over 400 strategic distributors, partners, and industry representatives nationwide. The event systematically showcased achievements in precision health, cell storage, smart handheld ultrasound, and home health monitoring, with on-site signing of agreements with approximately 30 partners. The conference facilitates the extension of cutting-edge life science technologies into household settings and public health services, deepens industrial synergy and ecosystem co-construction, and promotes the dissemination of proactive health concepts and the practical application of scientific and technological innovations.



The first Healthy Partners Conference hosted by BGI Group

Key performance

Indicator	Unit	2025 data
Total number of company suppliers	Counts	2,180
Localization ratio	%	78
Local procurement ratio	%	96

Industry collaboration

BGI Genomics is committed to promoting high-quality industry development through open collaboration, consistently treating sectoral cooperation as a key enabler for deepening technological innovation, accelerating achievement translation, expanding application scenarios, and elevating the industry's overall development level. Leveraging its multi-omics technology platforms, clinical research resources, and global service network, the Company actively engages with industry associations, medical institutions, research institutes, academic alliances, and international partners, continuously deepening collaboration in technical exchange, expert consensus building, industry-academia-research synergy, and international cooperation. This accelerates the transition of frontier life science technologies from research exploration to clinical application, public health practice, and inclusive health services, continuously injecting momentum into standardized industry development and precision medicine ecosystem building.

BGI Genomics' sector collaboration management measures and achievements

Building a collaborative network in the sector

BGI Genomics continues to expand its collaborative network, operating in over 100 countries and regions globally. It partners with over 2,000 research institutions and 2,400 medical institutions in China, including more than 600 Grade-A Tertiary hospitals, and collaborates with over 3,000 overseas medical and research institutions, having established relationships with health authorities in more than 30 countries and regions.

Medical institution collaboration and localized implementation

BGI Genomics continues to advance localized implementation in hospitals, having established partnerships with over 2,400 medical institutions in China, including more than 1,000 collaborating through the localized laboratory model. The Company continuously upgrades its SIRO high-throughput gene testing AI+ localized solution, which now provides technical support for multiple testing products including non-invasive prenatal testing (NIPT) and CNV-seq.

Clinical research and technical collaboration

BGI Genomics has partnered with multiple leading medical institutions nationwide to launch a multi-center study on PTseq™ targeted high-throughput sequencing for mycobacteria and initiated a clinical multi-center study on PTseq™ Plus targeted high-throughput sequencing for pathogenic microorganisms with over 20 domestic medical institutions. As of the end of the reporting period, PMseq® and PTseq™ products have delivered over 560,000 tests to clinical patients.

Professional training and capacity empowerment

BGI Genomics organizes comprehensive training on the full workflow of high-throughput sequencing for pathogenic microorganisms and continuously delivers specialized training for KOL clients on topics including pathogenic microorganisms, CNV-seq, carrier screening, and WES. This enables partners to develop dry-lab testing and analysis capabilities, enhancing their comprehensive service delivery and professional standards for end users.

Key specialty collaboration and clinical application

In oncology diagnosis and treatment, BGI Genomics collaborates with over 500 Grade-A Tertiary hospitals in China and has successfully piloted multiple oncology high-throughput sequencing laboratories, delivering over 290,000 tumor-related genetic tests. In chronic disease management, the Company partners with nearly 100 Grade-A Tertiary hospitals and has provided genetic testing for hereditary cardiovascular diseases to over 5,000 individuals through multi-center programs.

Public welfare projects and public health collaboration

BGI Genomics continues to advance the implementation of public welfare programs based on genetic testing, having launched over 120 such initiatives across more than 20 provinces, autonomous regions, and municipalities, with cumulative screenings exceeding 30 million individuals. Among these, a newborn genetic screening service program was launched in Ordos, and a free colorectal cancer screening project was implemented in Shijiazhuang.

Case study | Deepening industrial synergy to advance innovative brain health diagnostics and therapeutics

In March 2025, BGI Genomics signed a cooperation agreement with Vazyme to deepen collaboration in life sciences and in vitro diagnostics, focusing on early screening, precision diagnosis and treatment, and efficacy evaluation for chronic diseases such as Alzheimer's disease, and promoting coordinated implementation of technology R&D, product application, and clinical translation. This partnership helps integrate domestic industrial chain resources, refine integrated brain health solutions, and enhance capabilities for early detection and precise intervention of related diseases.



Signing ceremony of the cooperation agreement between BGI Genomics and Vazyme

Case study | Supporting the International Conference on Genomics to promote collaborative development of maternal and child health

In April 2025, BGI Genomics supported the Symposium on Clinical Applications in Reproductive Health at the 20th International Conference on Genomics held in Shenzhen. The event brought together over 30 global experts in maternal and child health and attracted nearly 60,000 participants online and offline. Discussions centered on breakthroughs in genetic testing technologies, innovative multi-omics applications, and optimization of birth defect prevention and control. The symposium also launched two industry standard development projects for clinical interpretation guidelines, contributing to enhanced maternal and child health services and standardized sector development.



On-site view of the Symposium on Clinical Applications in Reproductive Health at the 20th International Conference on Genomics

Case study | Launching the i99 Smart Health System to advance the precision health management model

In April 2025, BGI Genomics launched the "i99 Smart Health" multi-omics health management system at the 13th West Lake International Medical Forum. The Company systematically articulated a new paradigm for precision health management and, in collaboration with over ten institutions, established a "Precision Health Management Consortium," while simultaneously initiating expert consensus development on multi-omics health management. This initiative accelerates the translational application of multi-omics technologies in health management settings and drives the industry's evolution from traditional physical examinations toward a more precise, proactive, and personalized health management model.



On-site view of the 13th "West Lake International Medical Forum"

Case study | Releasing genetic data products and deepening strategic collaboration to drive value realization from precision medicine data

In June 2025, BGI Genomics entered into a strategic collaboration with the Shenzhen Data Exchange and launched its first precision medicine data products: the "Hereditary Tumor Variant Knowledge Base" and the "Tumor Somatic Mutation and Drug Therapy Knowledge Base." This initiative pioneers the deep integration of genomic data assets with precision diagnosis and treatment scenarios, filling a domestic gap in tumor precision medicine data products and offering a new pathway for compliant medical data circulation, data value realization, and innovative upgrading of the biopharmaceutical industry.







On-site view of the strategic collaboration signing and product launch ceremony between BGI Genomics and the Shenzhen Data Exchange

Green Innovation for Shared Ecological Benefit



BGI Genomics regards green development as an intrinsic requirement for high-quality corporate growth. Deeply aligned with ecological civilization, China's "dual carbon" goals, and global sustainability trends, the Company integrates the principles of respecting, adapting to, and protecting nature throughout its business management and value creation processes. Environmental management is upheld as essential to maintaining compliance baselines and ensuring stable operations. The Company continuously improves resource allocation efficiency, enhances developmental resilience, and builds long-term core competitive advantages. Looking ahead, BGI Genomics will further advance the synergistic co-creation of economic, environmental, and social value, solidifying its green foundation through more responsible practices and contributing corporate strength to building an eco-friendly society and achieving harmony between humanity and nature.

-  Environmental compliance management
-  Addressing climate change
-  Pollutant and waste management

-  Energy management and circular economy
-  Ecosystem and biodiversity conservation

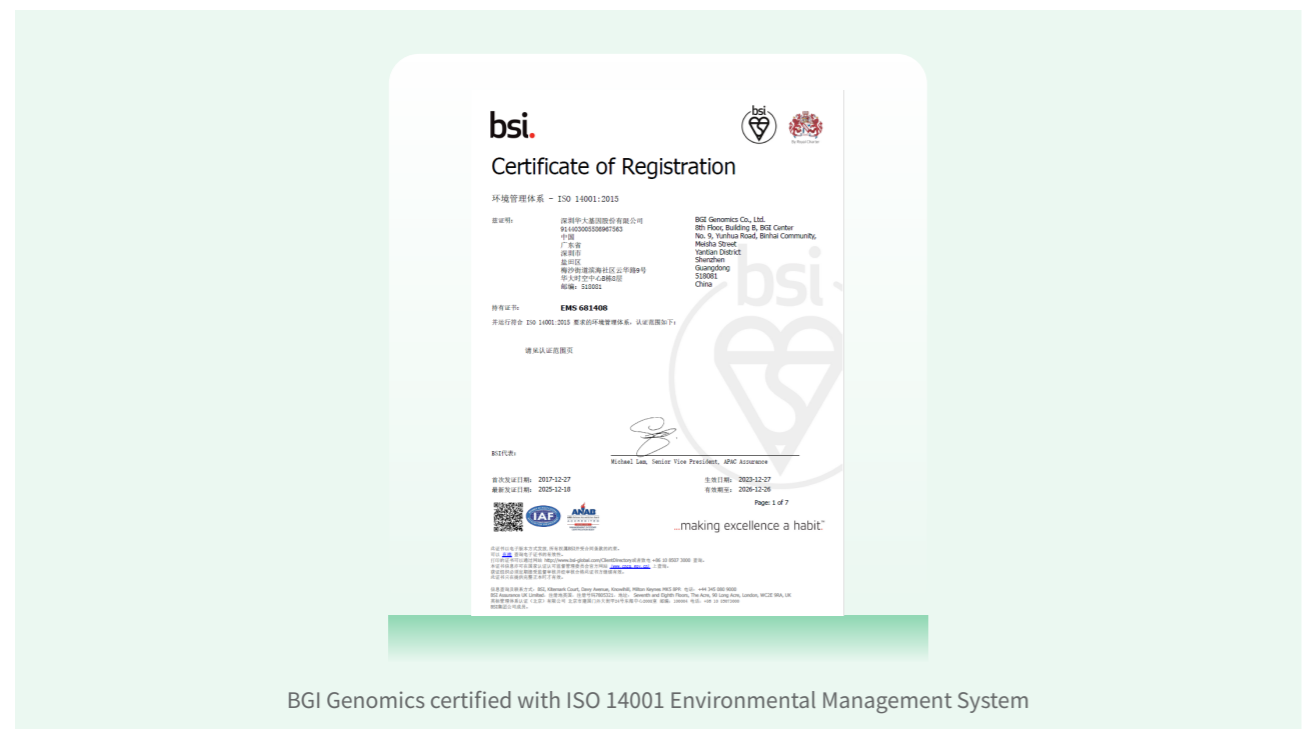


Environmental compliance management

BGI Genomics strictly complies with laws and regulations including the *Environmental Protection Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*. The Company closely monitors evolving environmental regulations to ensure full compliance. It systematically embeds environmental protection, resource conservation, and green operations into all stages of R&D, production, testing, and laboratory management, progressively establishing an integrated environmental management system that links institutional constraints, organizational implementation, risk identification, monitoring and control, and emergency response—thereby enhancing corporate reputation and market competitiveness.

Governance

BGI Genomics has established core policies such as the *Environmental Management Manual and Waste Management Procedures*, supplemented by supporting documents including the *Quality, Environment, and Occupational Health & Safety Management Manual*, *Laboratory Waste Management Regulations*, and *Waste Disposal Management Regulations*. The Company continuously refines its environmental management requirements, pollution prevention measures, and emergency response capabilities, advancing environmental management beyond baseline compliance toward refined, routine, and green operations. Environmental compliance is treated as a critical foundation for stable operations and mitigating environmental liability risks. Through alignment of group-level mandates with on-site execution by subsidiaries, the Company ensures environmental responsibilities are effectively assigned to organizations, systems, facilities, and individual roles.



BGI Genomics certified with ISO 14001 Environmental Management System

BGI Genomics' environmental compliance management governance structure



Strategy

BGI Genomics consistently integrates environmental compliance into business management through the lens of "maintaining compliance baselines, preventing risks, enhancing capabilities, and enabling transformation." The Company identifies and assesses key environmental compliance-related risks and opportunities across critical operational scenarios—including pollutant control, hazardous chemical management, standardized waste disposal, stable facility operations, emergency preparedness, and green laboratory initiatives—and aligns these with operational stability, cost control, brand reputation, and sustainability objectives. This approach shifts environmental compliance from passive adherence to proactive capability building.

BGI Genomics' identification and response strategies for environmental compliance-related risks and opportunities

Risk/opportunity type	Specific description	Impact duration	Financial impact	Response strategy
Risk				
Compliance and supervision risks	Environmental regulations, pollutant discharge management, hazardous waste transfer, and environmental emergency response requirements continue to tighten. Inadequate implementation of systems, recordkeeping, or filing maintenance may result in compliance gaps.	Medium- and long-term	Increased costs for compliance remediation; potential risk of administrative penalties.	<ul style="list-style-type: none"> Continuously update policy documents; Implement pollutant discharge registration and filing management; Strengthen training and record retention.
Operational risks of pollution control facilities	Malfunctions in wastewater and exhaust gas treatment facilities or associated monitoring and emission equipment may cause abnormal discharges or service interruptions, disrupting normal operations.	Short and medium term	Increased costs in facility upkeep and emergency handling; higher expenditures on retesting and remediation; partial disruption to production operations.	<ul style="list-style-type: none"> Establish routine inspection and third-party testing mechanisms; Enhance malfunction contingency plans; Strengthen engineering patrols and facility maintenance.

Risk/opportunity type	Specific description	Impact duration	Financial impact	Response strategy
Risks in hazardous chemicals and hazardous waste management	Processes involving chemical use, waste liquid collection, temporary storage of medical waste, and hazardous waste transportation carry risks of environmental contamination and secondary incidents. Poor management may lead to leaks, loss, or secondary pollution.	Short and medium term	Increased costs for compliant hazardous waste disposal; Higher expenses for incident response and cleanup; Potential increase in liability-related expenditures.	Enforce strict classification, packaging, and labeling; standardize temporary storage areas; engage qualified third parties for disposal; conduct specialized drills.
Risks from natural disasters and emergencies	Events such as thunderstorms, extreme heat, and flooding may disrupt facility stability and heighten environmental management risks related to wastewater, exhaust gas, and hazardous waste storage.	Short and medium term	Increased investment in emergency supplies and rescue operations; Higher facility repair costs; increased expenses for operational recovery.	Establish a three-tier early warning and graded response mechanism; enhance the environmental emergency response plan; conduct realistic drills.
Opportunities				
Opportunities in green laboratory construction	Advancing "zero-waste laboratories," green offices, energy-saving retrofits, and resource conservation helps reduce operational consumption and enhances the precision of environmental management.	Medium- and long-term	Reduced energy and operational costs; lower resource consumption; improved management efficiency.	Promote green laboratory initiatives; advance source reduction and classified management.
Brand and market opportunities	Standardized environmental management, compliant emissions, and continuous improvement enhance trust among customers, regulators, and investors, strengthening ESG performance.	Medium- and long-term	Enhanced partnership trust and brand value; Reduced reputational damage risks.	Continuously disclose environmental performance; address ESG rating gaps; enhance verifiability of management systems.

Impact, risk, and opportunity management

BGI Genomics has established management procedures such as the *Environmental Aspect Identification, Evaluation, and Control Management Procedure* and the *Emergency Preparedness and Response Management Procedure*. Centered on environmental safety, the Company has built a comprehensive mechanism covering identification, assessment, monitoring, early warning, response, and post-incident review. Focusing on high-risk scenarios in laboratories and production—including wastewater, exhaust gas, noise, hazardous waste, chemicals, and emergencies—the Company continuously strengthens key activities such as environmental aspect identification, emission control, third-party testing, on-site inspections, and emergency drills, advancing environmental risk prevention and management capability in tandem.

Emergency response to environmental safety risks

BGI Genomics has developed documents including the *Emergency Response Plan for Environmental Emergencies* and consistently treats environmental emergency management as critical support for mitigating environmental risks, ensuring stable operations at key sites, and safeguarding environmental safety baselines. By refining mechanisms for early warning, response, incident handling, reporting, and post-event review, the Company shifts environmental risk management from reactive post-incident responses toward an integrated approach of pre-incident prevention, in-incident control, and post-incident improvement. This continuously enhances rapid response and coordinated incident handling capabilities at critical facilities, providing assurance for environmental compliance and business continuity.

Case study | Conduct chemical spill emergency drills to enhance on-site response and coordinated handling capabilities

In June 2025, the Company conducted an emergency drill simulating a dilute sulfuric acid spill causing injury. The exercise covered the full response process—including incident reporting, site cordoning, reagent containment, medical aid, and personnel assembly—with all response teams arriving within three minutes and properly wearing protective gear. The drill effectively validated the feasibility of the chemical spill emergency plan, enhanced on-site coordination and safety protection capabilities, and laid the groundwork for improving protective inspections and external coordination mechanisms.



On-site view of the chemical spill emergency response drill

Key performance

In 2025, the Company's total investment in environmental management was RMB **1.2195 million**, with no administrative penalties imposed by the Ministry of Ecology and Environment or other relevant authorities due to environmental incidents;

A total of **17** emergency drills for sudden environmental risk incidents were conducted, covering **1,595** participants.

Indicator	2025 achievement status
Zero major environmental incidents throughout the year	Achieved
Monitoring results for wastewater, exhaust gas, and noise all met emission limit requirements	Achieved



Pollutant and waste management

BGI Genomics places high priority on managing toxic emissions and waste. The Company has established policy documents including the *Laboratory Environmental Monitoring Management Regulations, Exhaust Gas, Wastewater, and Noise Management Procedures*, and the *Quality, Environment, and Occupational Health & Safety Management Manual* to strengthen end-to-end control of wastewater, exhaust gas, noise, and waste. By focusing on key processes—classified collection, standardized temporary storage, compliant discharge, outsourced disposal, and third-party monitoring—the Company extends pollution and waste management beyond point-in-time compliance toward full-process traceability, inspectability, and continuous improvement, solidifying the environmental safety foundation in laboratory and production settings.

Waste disposal and management

BGI Genomics has formulated policy documents including the *Laboratory Waste Management Regulations, Solid Waste Management Procedures, Hazardous Chemicals Management System, Experimental Hazardous Chemical Waste Management Process*, and *Waste Disposal Management Regulations* to strengthen full life-cycle waste management—from generation, classification, and packaging through temporary storage, transportation, and final disposal. Aligning with management requirements for medical waste, chemical waste, liquid waste, and general solid waste in laboratory and production settings, the Company advances waste governance from compliant disposal toward source reduction, standardized handling, and auditable recordkeeping, continuously reinforcing environmental safety foundations and supporting "zero-waste laboratory" initiatives and green operations.

BGI Genomics' waste classification management measures

 General waste	 Hazardous waste
<ul style="list-style-type: none"> · Dispose by category; mixing with medical or chemical waste is strictly prohibited · After centralized collection by departments, place in designated areas or containers · Collected and disposed of uniformly by sanitation authorities or the industrial park · Strengthen daily inspections and cleanliness maintenance at collection points 	<ul style="list-style-type: none"> · Classified collection of infectious waste, sharps, chemical waste, liquid waste, and waste organic solvents · Use dedicated packaging or sealed containers for storage, with standardized labeling · Establish hazardous waste temporary storage rooms with time-limited storage and dedicated personnel management as required · After completing declaration, registration, or handover procedures, transfer to qualified third parties for compliant transport and disposal · Maintain ledger records covering the entire process: collection, temporary storage, sterilization, transport, and handover

BGI Genomics' waste recycling and utilization management measures

 Classification and identification
<ul style="list-style-type: none"> • BGI Genomics' subsidiary, Wuhan Biotechnology, distinguishes recyclable from non-recyclable items in its policies • Recyclable items refer to uncontaminated materials with recycling value • Non-recyclable items refer to uncontaminated materials without recycling value
 Classified collection
<ul style="list-style-type: none"> • General solid waste is centrally collected by category and placed in designated areas • Hazardous waste, medical waste, and liquid waste are classified, packaged, labeled, and temporarily stored as required • Mixing, co-loading, or random disposal of different waste categories is strictly prohibited
 Recycling and disposal
<ul style="list-style-type: none"> • Other solid waste is legally transferred to capable entities for recycling and disposal • General waste is uniformly collected and disposed of by the park or municipal sanitation system • Hazardous waste is legally transferred to qualified entities for utilization and disposal
 Classification and identification
<ul style="list-style-type: none"> • BGI Genomics' subsidiary, Tianjin Medical Testing Laboratory, advances "zero-waste laboratory" construction • BGI Genomics' subsidiary, Wuhan Biotechnology, replaced foam inserts in NIFTY test kits with paper pads at its IVD production site • Reduce process waste generation through packaging optimization and standardized management

Compliant pollutant discharge

The Company focuses on key aspects—pollution source identification, treatment facility operation, process monitoring, and result verification—to gradually establish a pollutant discharge management mechanism encompassing daily control, periodic testing, and anomaly response. This enables key facilities to maintain environmental compliance during stable operations, supporting the Company's advancement in green operational capabilities and refined environmental governance.

BGI Genomics' management measures for compliant pollutant discharge

Wastewater management

- At BGI Genomics' subsidiary, Wuhan Biotechnology, laboratory wastewater from Building B1 is treated by an integrated sewage treatment unit, and from Building B2 by a centralized wastewater treatment plant prior to discharge; annual environmental monitoring in Wuhan confirms compliance for pH, COD, BOD5, suspended solids, and ammonia nitrogen;
- General wastewater at BGI Genomics' subsidiary, Tianjin Medical Testing Laboratory, undergoes quarterly third-party testing, with all results meeting emission limits.

Waste gas management

- At BGI Genomics' subsidiary, Tianjin Medical Testing Laboratory, volatile organic compounds from nucleic acid extraction are treated using a "filter + UV photocatalytic oxidation + activated carbon adsorption" system;
- At BGI Genomics' subsidiary, Wuhan Biotechnology, exhaust from the B1 quality inspection area and B2 pilot testing area is collected and treated via activated carbon adsorption before discharge; Wuhan monitoring data confirm that total non-methane hydrocarbons and formaldehyde meet regulatory limits;
- Key emission points are included in routine inspections and monitoring programs.

Noise management

- BGI Genomics' subsidiary, Wuhan Biotechnology, implements sound insulation, vibration damping, and noise attenuation measures for noise sources such as ultrasonic cleaners and HVAC units; daytime and nighttime noise levels at the IVD facility boundary comply with Class 2 standards;
- BGI Genomics' subsidiary, Tianjin Medical Testing Laboratory, maintains routine noise control in laboratories, with an annual average of approximately 55 dB, meeting emission limits.

Key performance

Indicator	Unit	2025 data
Total amount of hazardous waste generated	Tonnes	136.56
Total hazardous waste generated per RMB 100 million in revenue	Tonnes	3.69
Total exhaust gas emissions	Cubic meter	1,864,328.6
Total amount of wastewater discharge	Tonnes	6,722.75
Total water withdrawal	Tonnes	66,140

Addressing climate change

BGI Genomics integrates climate change response with green operations, energy conservation, low-carbon R&D, stable facility operations, and environmental risk mitigation. The Company closely monitors evolving requirements and challenges under China's "dual carbon" goals regarding corporate transformation and physical climate risks. It has formulated the Carbon Emission Management Measures, extending energy-saving, emission-reduction, and green transition principles across the full life cycle of products and services. Subsidiaries are actively implementing energy-saving and emission-reduction projects, and environmental equipment and processes are prioritized in facility construction and equipment procurement—enhancing energy efficiency while reducing carbon emissions and advancing low-carbon product management.



BGI Genomics' non-invasive prenatal genetic testing service obtained a Product Carbon Footprint Verification Statement

Identifying climate change risks and opportunities

BGI Genomics continues to integrate climate change into core green operations and low-carbon transformation strategies. Across the full life cycle of laboratory operations, production delivery, facility construction, and product services, the Company identifies climate-related risks and opportunities affecting operational stability, energy costs, environmental management, and green development. Key focus areas include physical risks from extreme weather disrupting environmental infrastructure and lab environments, transformation opportunities from energy efficiency and low-carbon R&D, and the positive impact of green products and operations on brand image, customer trust, and long-term competitiveness. Climate change management is evolving from conceptual awareness toward project implementation and performance validation.

BGI Genomics' climate change risk and opportunity identification results

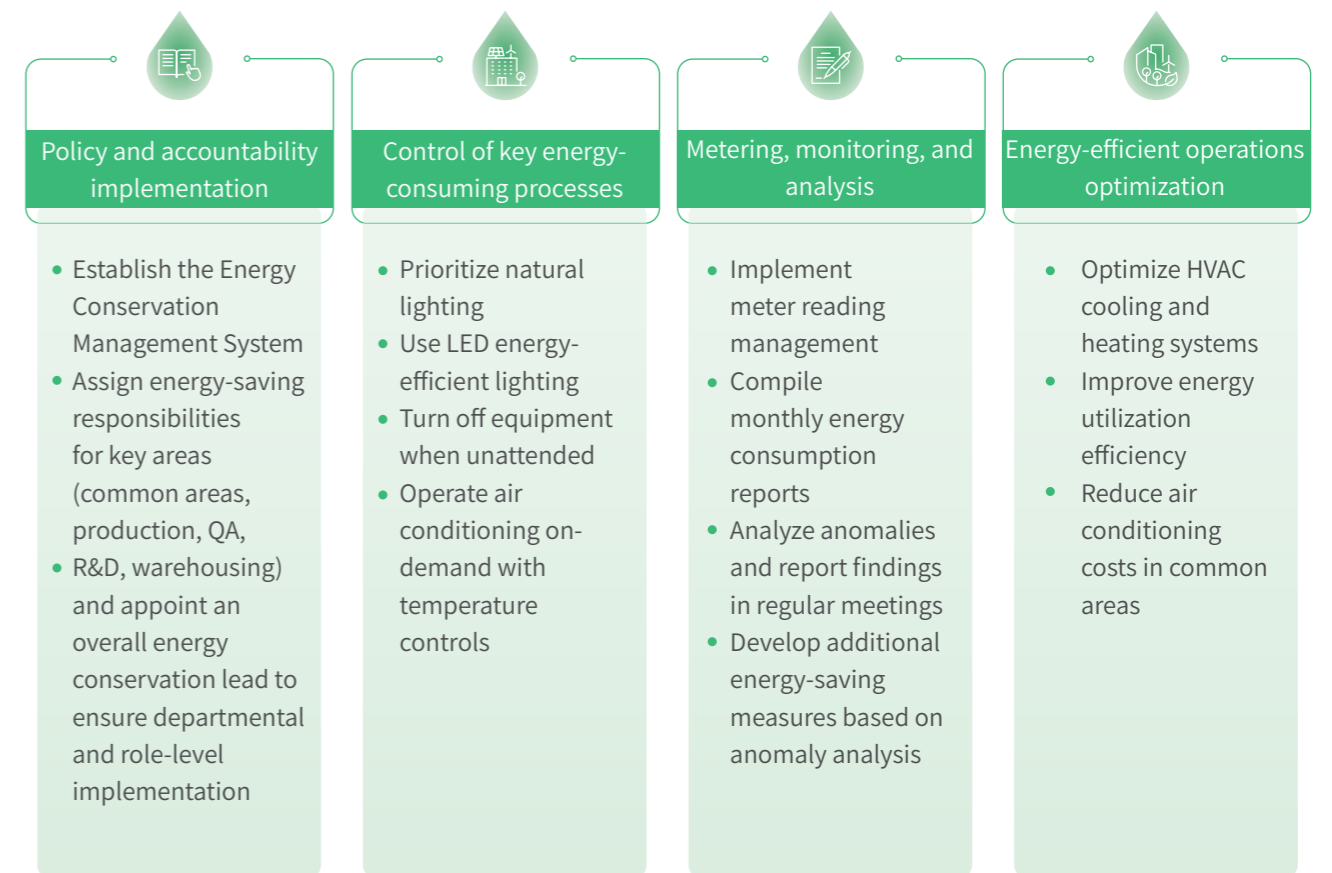
Risk/opportunity type	Specific description	Impact duration	Financial impact	Response strategy
Risk				
Policy and legal risks	National and local policies on low-carbon transition, carbon reduction, and biodiversity conservation continue to tighten; failure to comply promptly may result in regulatory restrictions, fines, or project approval delays	Long-term	Increased compliance costs, penalty expenses, and risk of international revenue decline	<ul style="list-style-type: none"> Develop a Group low-carbon transition roadmap and integrate carbon management across the full life cycle of R&D, production, and supply chain Monitor domestic and international climate policy updates, conduct carbon compliance training, and establish a carbon footprint accounting system

Risk/opportunity type	Specific description	Impact duration	Financial impact	Response strategy
Acute physical risk	Extreme heat, floods, earthquakes, and other disasters can damage laboratories, biobanks, and cold-chain logistics facilities, leading to data/sample loss and disruption of production/sequencing services	Short-term	Facility repair costs, revenue losses from business interruption, emergency response and sample preservation expenses	<ul style="list-style-type: none"> Establish a climate disaster early warning mechanism and share information with meteorological and emergency management authorities Enhance off-site disaster recovery systems for samples/data, conduct regular emergency drills, and assess infrastructure resilience gaps
Chronic physical risk	Ongoing climate warming and ecological shifts alter pathogen distribution and sample collection environments, reshaping disease profiles and research priorities; drought/water scarcity in supply chain regions affects production water reliability	Long-term	Increased R&D realignment costs, higher sample acquisition expenses, fluctuating water costs, and risk of project termination	<ul style="list-style-type: none"> Adjust research portfolios and strengthen sequencing and early-warning research on emerging infectious and climate-sensitive diseases Advance water-saving retrofits and water recycling systems in labs; optimize ecological resilience of global sample collection sites
Opportunities				
Product and service innovation opportunities	Climate change drives demand for emerging infectious disease surveillance, sequencing of climate-sensitive conditions, and environmental genomics monitoring—creating growth opportunities for related testing and research services	Medium- and long-term	Revenue growth, brand premium, and new market expansion	<ul style="list-style-type: none"> Develop diagnostic kits for climate-related diseases and environmental genomics monitoring solutions Create "climate health + gene technology" service models and participate in national and international climate-health research initiatives
Opportunities in energy structure optimization	Increase clean energy use to reduce carbon emissions from labs and data centers and mitigate energy price volatility	Long-term	Lower energy costs and improved cost stability	<ul style="list-style-type: none"> Advance photovoltaic retrofits in campuses and procure green power for data centers to increase renewable energy share Optimize lab energy consumption and deploy high-efficiency equipment
Brand and ESG opportunities	Proactive climate action enhances corporate ESG performance and builds trust with investors, customers, and the public	Long-term	Lower financing costs, stronger customer loyalty, reduced market access barriers	<ul style="list-style-type: none"> Develop brand cases showcasing "gene technology empowering climate adaptation" to enhance corporate social value

Energy management and circular economy

BGI Genomics strictly adheres to the *Circular Economy Promotion Law of the People's Republic of China* and related regulations. It has established policy documents including the *Energy and Resource Consumption Management Procedure and Energy Conservation Management System*, embedding energy management and circular economy principles throughout business operations. The Company aligns resource and energy allocation with green development requirements, balancing energy efficiency, resource intensity, and process reduction outcomes. This enhances operational resilience to resource and environmental constraints, fostering a greener, more resource-efficient, and sustainable development model that supports long-term stability and high-quality growth.

BGI Genomics' energy utilization management measures

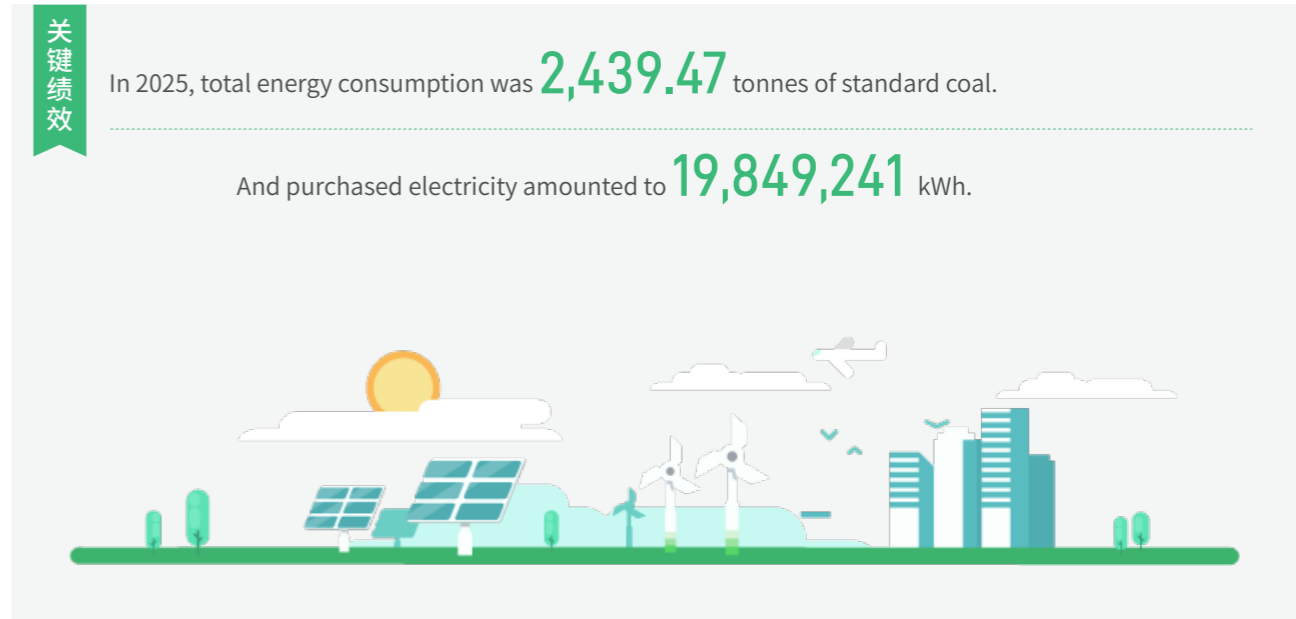


Resource utilization and circular economy

BGI Genomics continues to integrate resource efficiency enhancement and circular economy principles into its green operations framework, shifting resource management from basic operational support toward a balanced focus on efficiency gains, cost optimization, and environmental value creation. Centered on laboratory and production operations, the Company adopts a full-process management mindset to coordinate resource conservation, source reduction, and standardized utilization—continuously strengthening awareness of resource constraints and refining management capabilities to drive a more intensive, low-consumption, and sustainable development model, laying a solid foundation for green transformation and long-term resilience.

BGI Genomics' key resource management measures

Management scope	Key management measures
Water conservation management	<ul style="list-style-type: none"> · User departments conduct daily inspections of water fixtures in labs and production areas and promptly report leaks to the engineering department; · The property management team inspects water fixtures in common areas daily and repairs leaks immediately.
Energy conservation management	<ul style="list-style-type: none"> · Maximize natural lighting; avoid artificial lighting when natural light suffices; · Use LED energy-efficient lamps to reduce energy consumption and extend service life; · Turn off personal computers, monitors, and meeting room equipment (projectors, audio systems) when leaving; · Select energy-efficient office equipment, such as ENERGY STAR® computers, printers, and air conditioners; · Air conditioning in common areas is user-activated on demand, with summer settings no lower than 26 ° C and winter settings no higher than 28 ° C. In 2025, BGI Genomics' subsidiary Wuhan Biotechnology's IVD production site is projected to save approximately RMB 300,000 annually by discontinuing the park's centralized HVAC system and switching to Hitachi lab units for heating/cooling.
Green office	<ul style="list-style-type: none"> · Promote double-sided printing, reduce document printing volume, and encourage electronic document circulation and storage to conserve resources; · Leverage digital platforms; use DingTalk or Tencent Meeting for training and conferences to enable paperless operations and achieve energy savings and emission reductions.



Ecosystem and biodiversity conservation

BGI Genomics integrates its business characteristics into environmental impact control during operations, engaging in ecosystem and biodiversity conservation. Through pollution prevention, standardized waste handling, risk mitigation, and green operations, the Company minimizes disturbances from laboratory and production activities on surrounding environments.

Meanwhile, leveraging its technological strengths, the Company advances environmental innovation by exploring biotechnological applications in pollution remediation—such as bioremediation for soil and water purification—and employs gene sequencing to monitor ecosystem health.

People-Oriented: Inclusiveness for the Common Good



BGI Genomics deeply embeds social responsibility throughout its corporate development, anchoring its commitments in safeguarding public health, protecting employee rights, and promoting inclusive industry growth. Adhering to a people-centered philosophy, the Company has built a full-cycle employee care system covering hiring, rights protection, training and development, and occupational health and safety—ensuring employees' legitimate rights and enabling shared growth with the organization. Simultaneously, leveraging its core expertise in genomics, BGI Genomics advances medical accessibility and equitable healthcare, extending cutting-edge genetic technologies to broader populations and actively fulfilling its corporate social responsibility to support Healthy China and societal sustainability.

-  Employee employment
-  Employee training and development
-  Medical accessibility and equitable healthcare
-  Protection of employee rights
-  Occupational health and safety

 3 GOOD HEALTH AND WELL-BEING	 5 GENDER EQUALITY
 8 DECENT WORK AND ECONOMIC GROWTH	 10 REDUCED INEQUALITIES

Employee employment

BGI Genomics steadfastly upholds its "people-first" philosophy, strictly complying with the *Labor Law of the People's Republic of China* and related regulations, and resolutely prohibiting child labor, forced labor, and employment discrimination. The Company has established a compliant employment management system spanning the full employee lifecycle—from onboarding and attendance to contract fulfillment. Centered on the Employee Handbook, it has developed a comprehensive policy framework, signed labor contracts with 100% of employees, and lawfully contributed to the five social insurances and housing fund. Upholding principles of diversity and equal opportunity, BGI Genomics attracts professionals from diverse backgrounds, building a robust talent foundation for innovative growth on a platform of compliant operations.

Employee composition

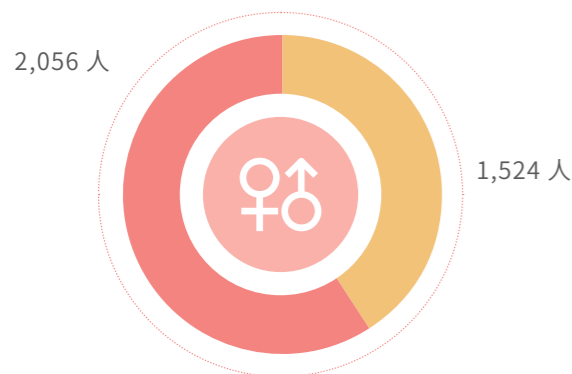
Total number of employees

3,580

Including: Number of newly hired employees

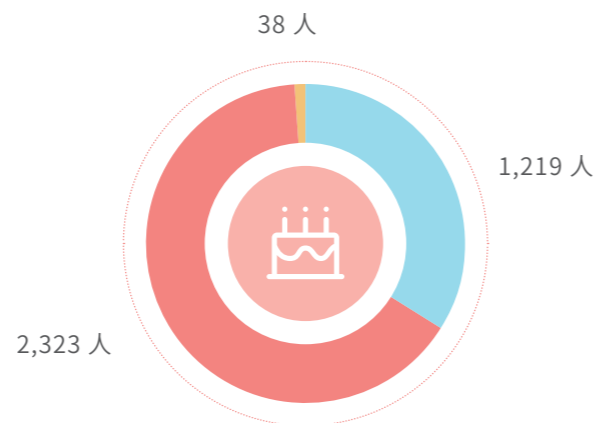
348

By gender



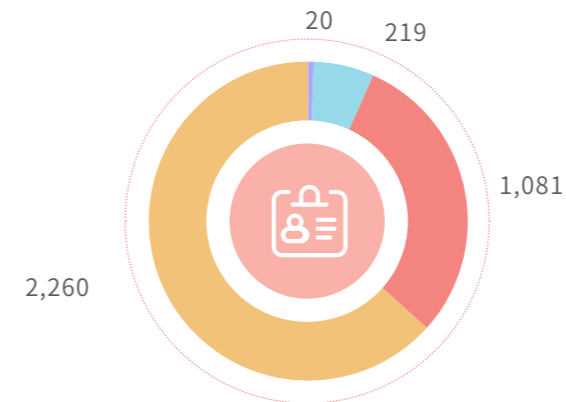
Number of male employees
Number of female employees

By age



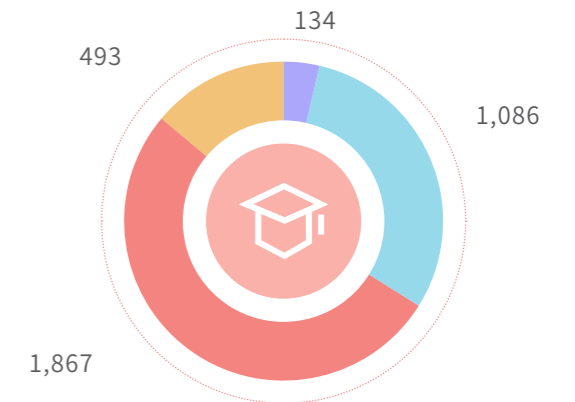
Number of employees aged 30 and below
Number of employees aged 30 to 50
Number of employees aged 51 and above

By rank



Number of senior management employees
Number of middle management employees
Number of junior management employees
Number of general employees

By educational attainment



Number of employees with doctoral degrees
Number of employees with postgraduate degrees
Number of employees with a bachelor's degree
Number of employees with junior college degrees or below

Compliance and diversified employment management system

Anti-child labor and forced labor

- The Employee Handbook contains a strict requirement that all job applicants must be at least 18 years of age; those under 18 are automatically deemed ineligible for employment, thereby eliminating child labor risk at the recruitment source;
- All forms of forced or compulsory labor are strictly prohibited. The Company safeguards employees' personal freedom and right to voluntary employment throughout the entire hiring and management process and has established a routine monitoring mechanism.

Anti-discrimination and diversity

- The Company fully integrates the principles of diversity, equity, and inclusion (DEI) into all stages of the employment lifecycle. The Employee Handbook explicitly prohibits any form of discrimination, including but not limited to discrimination based on legally protected characteristics such as race, color, sex, age, religion, national origin, disability, marital status, veteran status, sexual orientation, or gender identity.
- As of the end of 2025, the Company employed 55 international staff from 25 countries and 16 employees with disabilities, achieving a diverse and inclusive workforce.

关键绩效

In 2025, the labor contract signing rate for full-time employees was **100%**.

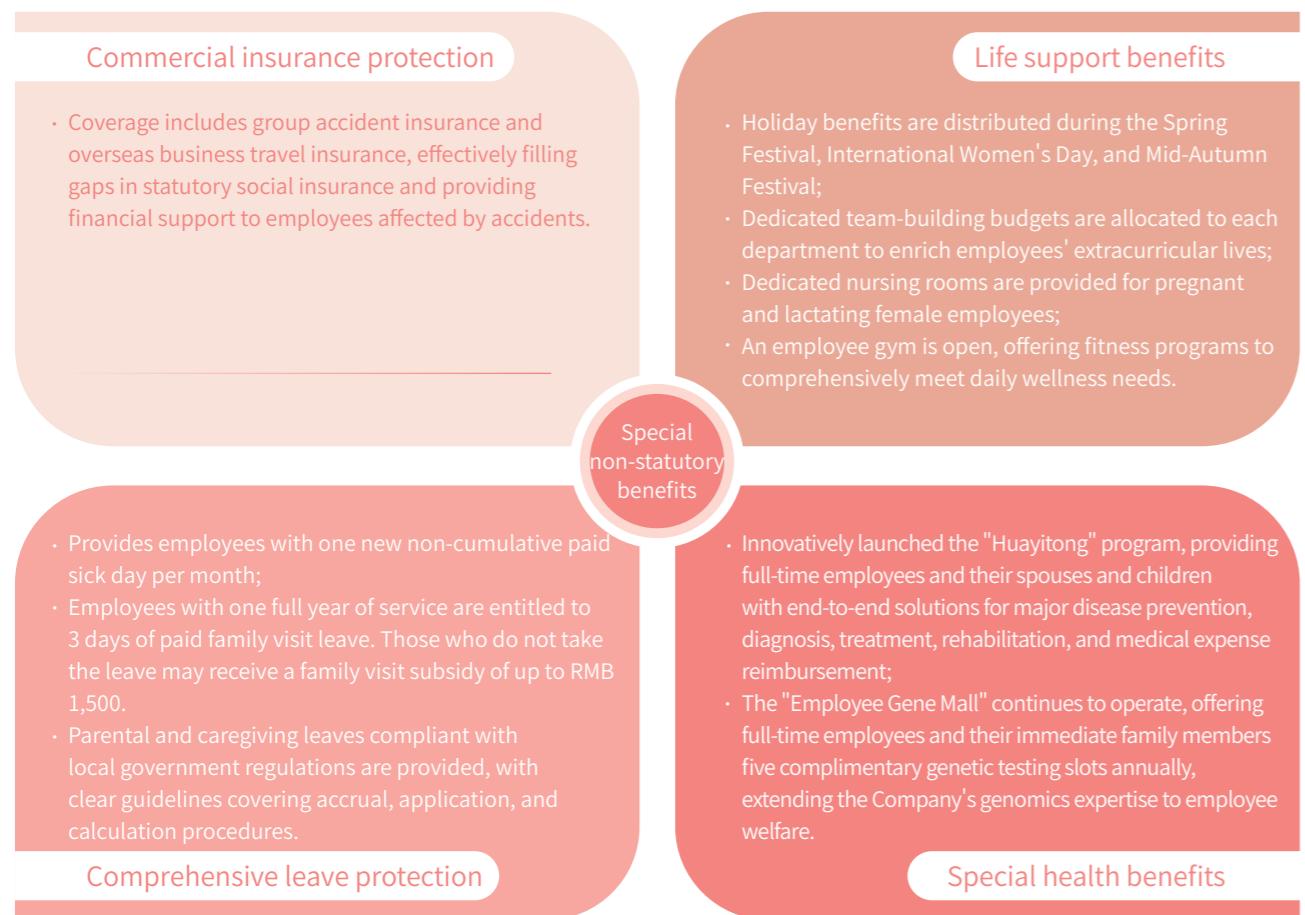
No confirmed incidents of discrimination, child labor, or forced labor occurred.

Protection of employee rights

Protecting employee rights is a cornerstone for BGI Genomics to attract talent and achieve sustainable development. The Company places employee rights at the heart of its management philosophy and has built a comprehensive, multi-tiered, and human-centered protection system covering core needs across the entire employee career lifecycle through four dimensions: compensation and benefits, communication and care, grievance response, and hardship support. Through a competitive and caring compensation and benefits framework, the Company safeguards labor rights; it listens to employee voices via diverse communication channels, refines management practices through scientific survey mechanisms, and conveys corporate warmth through a regularized support system—thereby upholding employees' legitimate rights and enhancing their sense of belonging, well-being, and identification with the Company.

Compensation and benefits protection

With the Employee Handbook as its institutional core, the Company strictly adheres to the principles of "position-based grading, grade-based pay, person-job fit, and pay adjustment upon position change," establishing an integrated four-component compensation and benefits system comprising "fixed salary + variable performance pay + long-term incentives + diversified benefits." The compensation structure is position-based and performance-driven, ensuring high performers are highly rewarded. For key talent, long-term incentive plans—including employee stock ownership and restricted stock units—are implemented to align employee and corporate interests for shared growth. Concurrently, the Company continuously enhances supplementary protections such as commercial insurance, holiday benefits, and expatriate allowances to comprehensively safeguard employee rights and enable them to share in the Company's success.



Employee care and communication

Employee care and two-way communication serve as vital links for BGI Genomics in fostering harmonious labor relations and cultivating a positive workplace culture. The Company follows a labor dispute resolution principle of "prioritizing amicable negotiation, followed by internal mediation, with legal recourse as a last resort," lawfully addressing employee concerns to maintain stable labor relations. Communication channels—including employee forums, suggestion boxes, and internal platforms—are established to routinely gather feedback. Leveraging the labor union, the Company builds a diversified platform for cultural and recreational activities and periodically launches interactive welfare initiatives to enrich employees' lives and strengthen their engagement and sense of belonging, ensuring humanistic care permeates every stage of their career journey.

Case study | Rapid response to employee accidents and timely insurance payout to reinforce support mechanisms

In 2025, an employee suffered a severe traffic accident while cycling, colliding with a motor vehicle, resulting in injuries classified as Grade 10 disability. Immediately after the incident, the Company activated its commercial insurance claims assistance process, assigning a dedicated coordinator to manage all steps—from initial reporting to final settlement—providing comprehensive support. In addition to statutory compensation, the employee successfully received a RMB 30,000 disability payout under the commercial accident insurance policy. This financial support significantly aided the employee's subsequent rehabilitation, fully demonstrating the protective function of the Company's commercial insurance program and reflecting BGI Genomics' commitment to humanistic care and safety-net support.

Employee satisfaction surveys

The Company has established a dual-dimensional employee satisfaction survey system. Annual surveys are conducted regularly to comprehensively assess employee perceptions across key areas including corporate management, compensation and benefits, and career development. Daily pulse surveys are embedded throughout employee service touchpoints to capture real-time feedback. Based on insights, the Company operates a closed-loop "survey-analyze-improve-feedback" management mechanism and provides special recognition for constructive employee suggestions. Guided by genuine employee needs, the Company continuously refines its management systems, driving mutual enhancement of employee experience and organizational capability.

Employee satisfaction survey mechanism

- **Annual systematic survey (overall evaluation)**
A comprehensive annual satisfaction survey is conducted each year, focusing on four core dimensions: business satisfaction, service evaluation metrics, online service platform assessment, and improvement suggestions.
- **Daily routine survey (real-time evaluation)**
Real-time satisfaction surveys are administered following each service delivered by the Company's HR Shared Service Center, focusing on core dimensions such as response efficiency, service attitude, and digital intelligence level—enabling immediate quality monitoring, dynamic follow-up, and a continuous service oversight mechanism.
- **Dynamic iteration**
The survey system undergoes continuous optimization and expansion. Offline QR code rating channels have been added for scenarios such as onboarding/offboarding and talent applications, and the survey scope has been extended nationwide to achieve full coverage across both service scenarios and geographic regions.

关键绩效

In 2025, annual employee satisfaction reached **4.90** (on a 5-point scale), corresponding to a satisfaction rate of **98.03%**.

Daily employee satisfaction scored **4.88**, and employee engagement reached **77.22%**.

Assistance for employees in hardship

BGI Genomics has established a standardized employee hardship assistance system led by the labor union with coordinated support from HR and relevant departments. It defines multi-dimensional, end-to-end support measures to provide a safety net for employees facing accidents, illness, or family difficulties. Through diversified initiatives—including commercial insurance claim assistance, dedicated hardship funds, and compassionate outreach—the Company delivers financial aid, practical support, and psychological counseling to address employees' urgent needs, ensuring every individual feels the Company's care and warmth.

Assistance measures for employees in hardship



关键绩效

In 2025, the Company invested over RMB **1.31** million in employee commercial insurance premiums, achieving **100%** coverage;

During the reporting period (January 1, 2025, to December 31, 2025), no employees met the criteria for hardship assistance,

Therefore, **no** actual assistance cases occurred.

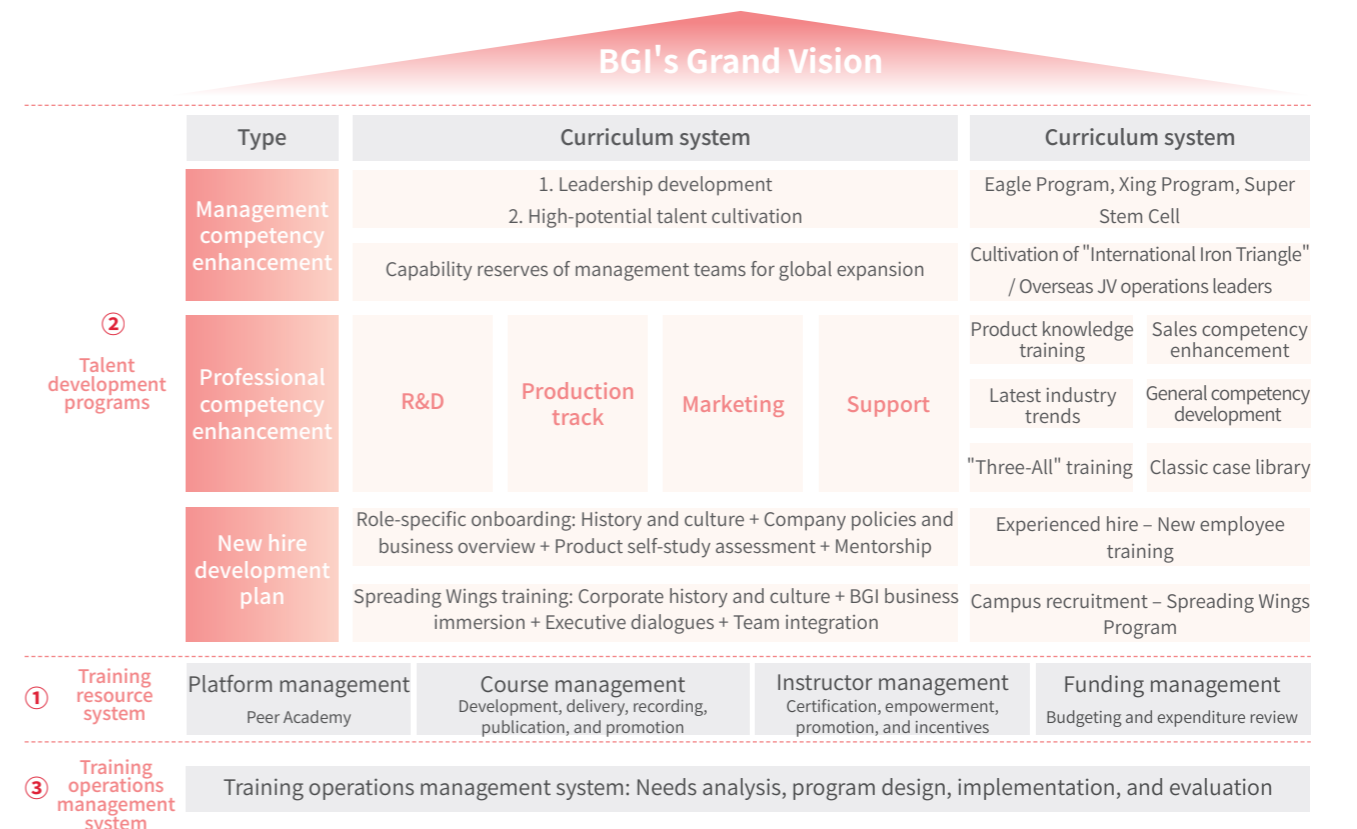
Employee training and development

BGI Genomics consistently regards talent as the primary driver of innovation and development. Placing high importance on employee capability enhancement and career progression, the Company has built a full-cycle talent development system that is horizontally categorized and vertically stratified. Anchored by policies such as the *Job Qualification Management System and Training Management System*, it has established a dual-track "management + professional" career path to break through developmental ceilings. A layered, role-specific training system integrating learning with real-world application provides targeted growth opportunities for employees at all levels and functions, aligning individual advancement with corporate strategy and fueling sustained innovation through a steady pipeline of talent.

Career development

Viewing talent as the core engine of innovation, the Company upholds the philosophy of "developing talent through projects and driving growth through missions," establishing a strategy-aligned, systematic, and closed-loop talent development mechanism. Precisely mapping core competencies required for strategic execution, it has built an end-to-end career development framework covering talent standards, assessment systems, decision-making planning, cultivation pathways, and career tracks. Key practices include: defining competency benchmarks through job qualification criteria; identifying high-potential talent via multi-method assessments; optimizing deployment and development plans through talent reviews; enhancing capabilities through job rotation combined with hands-on projects; and guiding growth through dual-track career paths—ensuring talent development keeps pace with business evolution and solidifying the Company's talent foundation.

Talent cultivation system



Dual-track "management + professional" career development system



Training system

Centered on the Training Management System and supported by specialized policies such as the Internal Trainer Management System, the Company has built a full-cycle, stratified, and role-based training framework that integrates learning with real-world application. A standardized internal trainer certification and management system ensures professional instructional quality. The "Peer Academy" digital learning platform breaks time and space barriers, offering all employees accessible, bite-sized learning. Focused on three pillars—new hire integration, management capability building, and technical empowerment—the Company delivers tiered development programs and conducts business-aligned technical training, embodying the philosophy of "developing talent through projects and driving growth through missions." Through diversified and precision-targeted initiatives, the Company enhances job proficiency and holistic competence, enabling mutual empowerment between employee growth and organizational advancement.

Employee training program system

New employee training

- ▶ A four-phase onboarding system ensures new hires rapidly integrate and achieve role readiness;
- ▶ Tailored onboarding programs: "Friendly Wings" for international hires, "Spreading Wings" for campus recruits, and customized onboarding for experienced hires.

On-the-job employee training

- ▶ Role-specific technical training: Departments deliver targeted programs on operational standards, technical skills, and product knowledge aligned with business needs;
- ▶ Management development: The "Flying Eagle Program" for mid-level managers focuses on strategic thinking, leadership, team management, and business acumen through a blended learning-and-practice model. The "Leading Wings Program" for newly appointed frontline managers centers on role transition, team leadership, and financial literacy to support their shift from "individual contributors" to "team leaders";
- ▶ Company-wide foundational training: Mandatory programs on industry knowledge, professional conduct, compliance, and information security foster a learning organization.

Specialized development for young high-potential talent

- ▶ A high-potential talent program selects outstanding young professionals globally each year, cultivating elite talent with multi-directional potential through strategic project immersion and rotational assignments.

External training

- ▶ Includes external company visits, third-party training, and academic coursework. Employees must submit advance applications for external training, which requires multi-level approval prior to implementation.

Case study | Advancing high-potential programs to build long-term youth talent capacity

In 2025, BGI Genomics focused on nurturing young high-potential talent by advancing the Super Stem Cell program, completing two cohorts during the year. This exclusive initiative aims to cultivate young professionals with multi-directional differentiation potential and self-renewal capabilities, building a core talent reserve for long-term growth. Deeply embodying the "develop talent through projects" philosophy, the program recruits top young talent globally and assigns them to strategic company projects with significant responsibilities, enabling rapid capability development through real-world challenges and strengthening the foundation of the talent pipeline.



On-site training for the "Super Stem Cell" high-potential talent program

Case study | Conducting specialized training on the SIRO integrated solution to strengthen employees' genomics testing expertise

In 2025, to facilitate the implementation and deep application of SIRO technology and help employees accurately grasp the core features and application scenarios of related instruments, BGI Genomics organized a series of specialized training sessions on the SIRO integrated solution for genetic testing. Aligned with practical technical needs, the training innovatively combined in-depth theoretical instruction, online assessments, and hands-on practice in a progressive, multi-modal approach. This enabled employees to rapidly master critical technical competencies, significantly enhancing their practical expertise and laying a solid foundation of professional capability for the successful rollout and advanced application of SIRO technology within the Company.



On-site training for the SIRO integrated solution

Case study | Implementing a stratified training plan to systematically enhance management capabilities

In 2025, BGI Genomics continued its "cross-system integration" management development programs—the Leading Wings Program and Flying Eagle Program—applying tiered strategies by leadership level to precisely enhance managerial competencies. The Flying Eagle Program, for mid-level managers, uses a blended learning-and-practice model over nine-month cycles, focusing on four capability pillars including strategic thinking and cross-functional leadership, complemented by intensive workshops, value creation projects, and review presentations to drive individual growth and team performance. The Leading Wings Program, for newly appointed frontline managers, delivers role-transition training through blended methods to build team leadership and financial literacy, supporting their evolution from individual contributors to team leaders and strengthening the foundation for high-performance, cohesive teams.



On-site training photo from the "Flying Eagle Program"



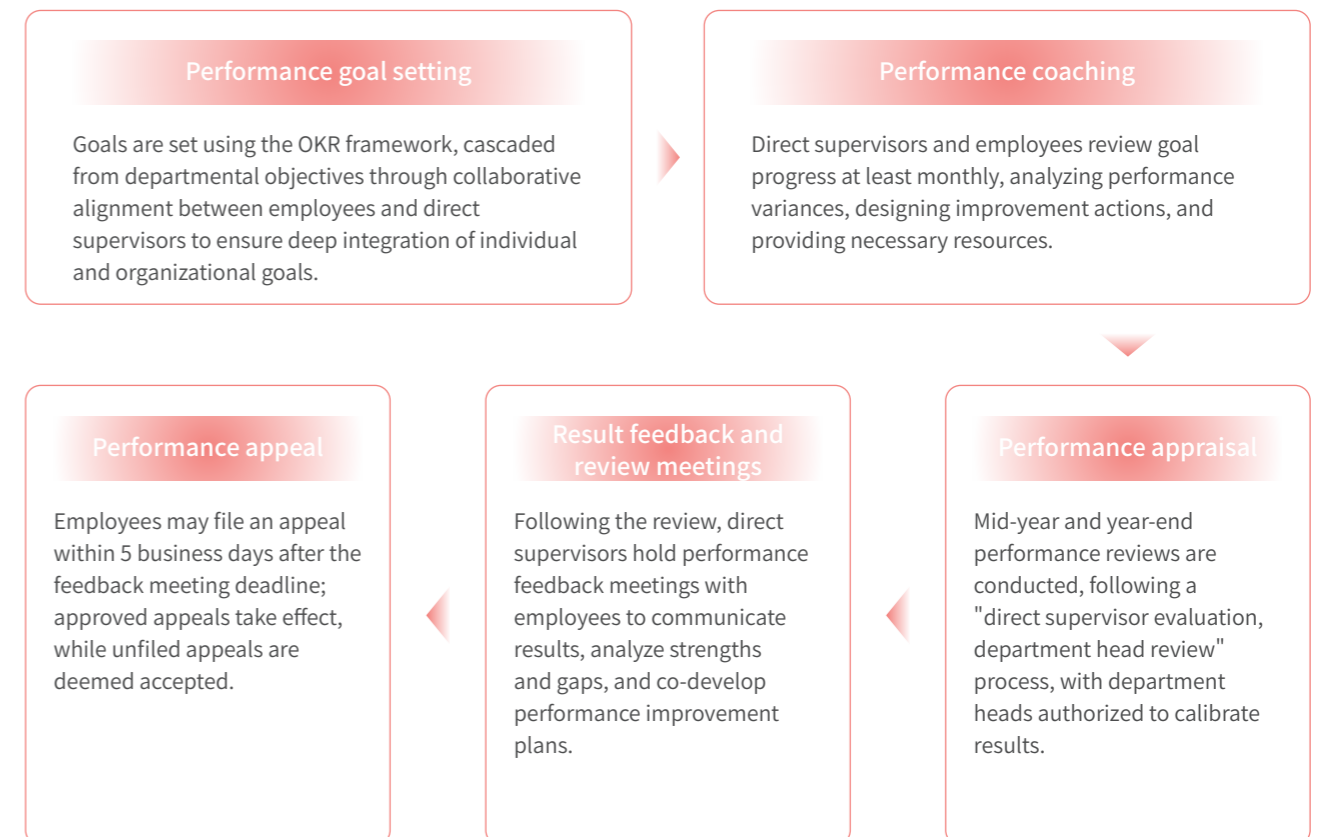
On-site training photo from the "Leading Wings Program"

Key performance

Indicator	Unit	2025 data
Total number of employee trainings conducted by the Company	Sessions	477
Total training expenditure	Ten thousand yuan	102
Total training hours	Hours	66,827
Average training hours per employee	Hours	16.28
Employee training coverage rate	%	100

Performance feedback and appeals

Centered on the *Performance Management System*, the Company has built a full-process, closed-loop performance management framework that deeply integrates appraisal outcomes with the entire career development chain—including bonus allocation, salary adjustments, promotions, and training—to realize "high performance, high reward; mobility based on merit." For employees deemed not yet competent, individualized Performance Improvement Plans (PIPs) are developed, supported by targeted coaching and training. A standardized and accessible performance appeal channel safeguards employees' right to voice concerns and protects their legitimate interests, ensuring fairness, transparency, and credibility in performance management.




Occupational health and safety

BGI Genomics strictly complies with laws and regulations including the *Work Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*. Adhering to the principle of "safety first, prevention-oriented, and comprehensive governance," the Company has established a holistic occupational health and safety management system encompassing work safety, occupational disease prevention, and physical and mental well-being, and has successfully obtained ISO 45001 certification. The Company implements a "whoever is in charge is responsible" accountability system, cascading occupational health and safety responsibilities to every department and position. Through multi-dimensional efforts—including system development, facility provisioning, training and education, emergency preparedness, and health support—the Company not only fortifies a robust defense against workplace hazards and occupational diseases but also builds a supportive ecosystem for employee well-being, comprehensively safeguarding employees' health and lives.




The Company is certified under the ISO 45001 Occupational Health and Safety Management System

Occupational health and work safety assurance mechanism



Prevention and control of occupational disease hazards


- For high-risk roles in laboratories and production involving occupational hazards, a dedicated occupational health protection mechanism is implemented to standardize operational procedures and provide employees with nationally compliant personal protective equipment (PPE); regular occupational health and safety training and emergency drills are organized.



Full-process work safety management


- Reinforcing safety accountability across all staff: All employees sign individual work safety responsibility agreements that clearly define departmental and role-specific safety duties, strengthening awareness and ownership through formal acknowledgment;
- Enhancing emergency science communication: Specialized training on various emergency response topics is conducted, focusing on "everyone can respond," to disseminate practical knowledge and elevate organization-wide safety literacy;
- Conducting self-inspections and corrective actions: Smoking, unauthorized electrical connections, improper use of high-power appliances, and non-compliant equipment operation are strictly prohibited in production and office areas; regular hazard inspections and rectifications are carried out, and clear emergency response protocols are established to maximize protection of employee lives;
- End-to-end emergency drills: Specialized fire emergency exercises are conducted, covering fire alarm activation, full evacuation, high-rise firefighting, ladder rescue, cardiopulmonary resuscitation (CPR), automated external defibrillator (AED) use, and the Heimlich maneuver—significantly enhancing employees' hands-on emergency response capabilities.

Employee physical and mental health management measures



Precision physical health management

- Leveraging its genomics expertise, the Company has built a "multi-omics-based precision health screening system." Building upon standard physical exams, it integrates life-omics testing, digital health records, and cell preservation services from the China National GeneBank to enable early diagnosis and intervention for major diseases, while rigorously protecting employee health data privacy under the highest security standards.
- Actively promoting a culture of health and fitness for all, the Company designates its anniversary on September 9 as the "99 Health Festival." Annual comprehensive fitness assessments are organized in Shenzhen and eligible regions, covering three dimensions: body composition, physical function, and physical fitness. Complementary activities such as hiking and trekking challenges are held to encourage employees to embrace healthy lifestyles.
- The Company has launched the "Caring Hearts Program" mental health service brand, inviting professional counselors to provide psychological support on themes such as emotional regulation, self-exploration, and family-of-origin dynamics;



Professional mental health services

- On-site one-on-one psychological counseling services are offered, with exclusive monthly appointment slots covering multiple dimensions—including career development, relationships and family, parenting, and anxiety/grief support—to comprehensively safeguard employee mental health.

Case study | Hosting the 99 Health Festival hiking event to empower employee well-being and strengthen team cohesion

In September 2025, to celebrate its 26th anniversary, BGI Genomics simultaneously hosted the "99 Health Festival" hiking event at its Shenzhen headquarters and regional sites, advancing its commitment to employee well-being. The Shenzhen main venue featured two routes—a 9.9 km wellness route and a 26 km endurance route—to accommodate varying fitness levels. The event fully embodied ESG green principles by promoting "leave-no-trace hiking" and was supported by comprehensive medical aid, volunteer services, and shuttle transportation to ensure safety and order. By integrating outdoor activity with teamwork, the event effectively enhanced physical fitness, reinforced the corporate ethos of "I own my health," and significantly strengthened organizational cohesion.



Case study | Conducting scientific, organization-wide fitness assessments to holistically empower employee well-being

In 2025, BGI Genomics conducted annual, organization-wide fitness assessments in Shenzhen and eligible regions, deepening its holistic approach to employee health. Distinct from routine medical check-ups, this assessment scientifically evaluates physical capacity across a broad age range (20–79 years), using age-stratified models to comprehensively assess body composition, cardiopulmonary endurance, strength, flexibility, and other fitness indicators. Complementary activities—including mountain hiking and trekking challenges—were organized to help employees translate health awareness into daily practice, significantly raising health management consciousness and fostering a vibrant workplace culture.



Case study | Hosting multi-themed psychological salons to strengthen mental health safeguards

In 2025, the BGI Genomics Labor Union focused on mental health management, hosting nine psychological salon sessions throughout the year to foster positive mindsets, work-life balance, and creativity among employees. Centered on core themes—emotional regulation, self-exploration, and family-of-origin dynamics—the salons innovatively blended lectures, interactive games, art, and writing. Professional counselors were specially invited to guide participants in exploring inner worlds, listening to psychological needs, and addressing personal challenges. Through evidence-based psychological insights and experiential engagement, the salons helped employees effectively manage emotions, restore mental-physical equilibrium, solidify mental health resilience, and cultivate an uplifting workplace psychological climate.



关键绩效

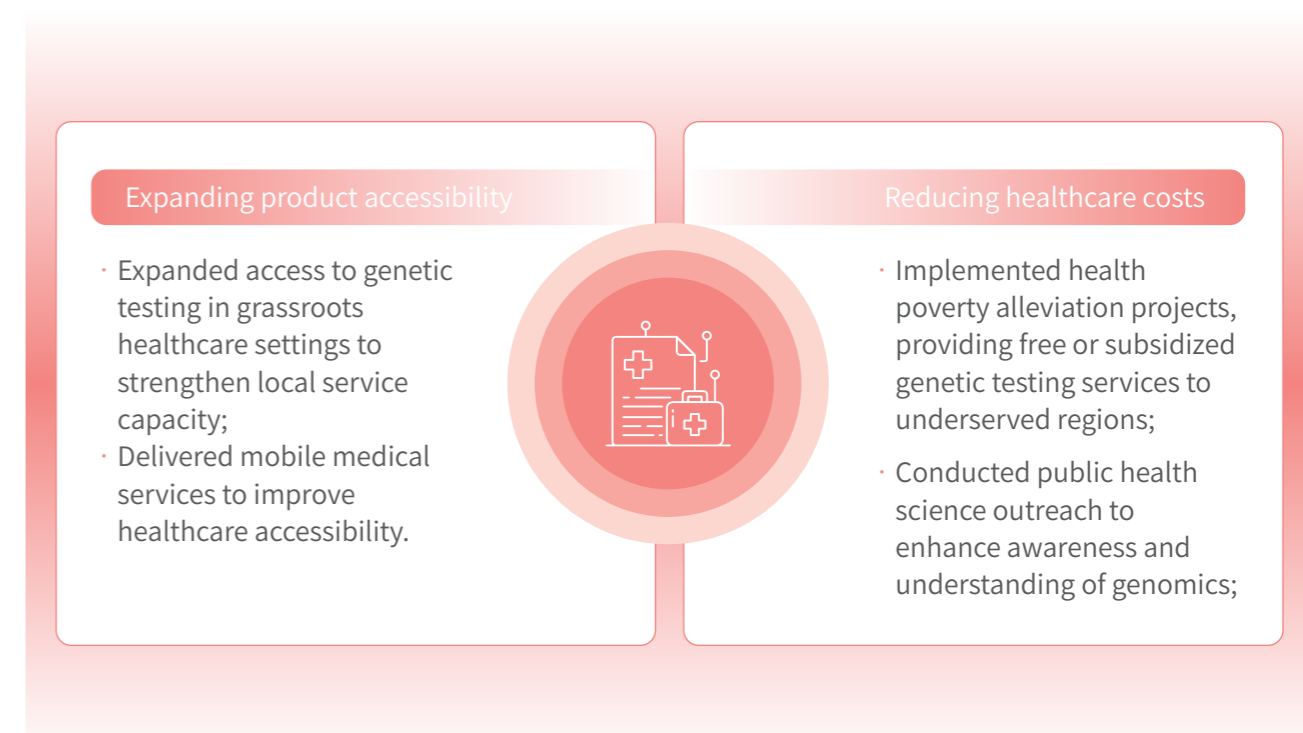
In 2025, the Company invested RMB **39,700** in specialized occupational health and safety initiatives for employees.

The Company organized specialized occupational disease screenings for **213** employees in high-risk positions across multiple locations to comprehensively mitigate occupational health risks.

No major or higher-level work safety accidents occurred throughout the year.

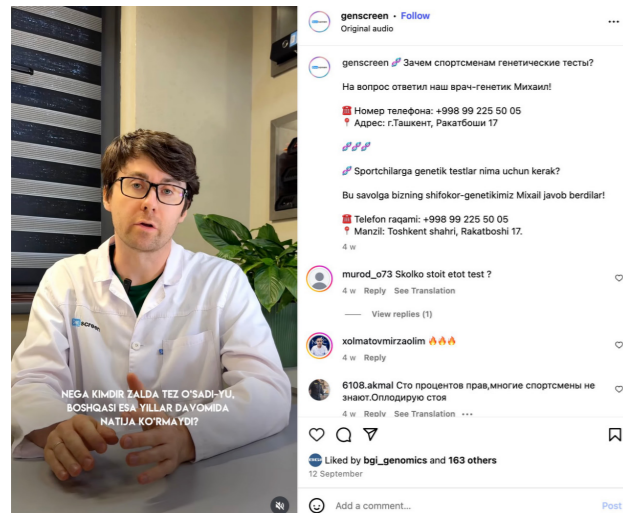
Medical accessibility and equitable healthcare

Medical accessibility and inclusive healthcare are central to BGI Genomics' mission of "Omics for All" and a key contribution to the "Healthy China 2030" strategy. Leveraging its genomics leadership, the Company drives the democratization and accessibility of advanced medical technologies. It empowers precision medicine in Belt and Road countries and implements public health programs in China for birth defect prevention and early cancer screening. Simultaneously, it enhances primary care capacity through rare disease relief and nationwide health education. Through innovation, affordable pricing, and philanthropy, BGI Genomics extends precision medicine to more people globally, safeguarding universal health.



Belt and Road Initiative

Case study | Empowering precision medicine in Central Asia and advancing equitable genomics along the Silk Road



Dr. Fediakov shared the advantages of non-invasive prenatal genetic testing

In 2025, BGI Genomics, through its Uzbekistan joint venture Genscreen, deployed advanced genomic technologies in Central Asia to support inclusive healthcare and improve medical access. The lab led a pilot newborn genetic disease screening program, implementing NOVA inherited metabolic disorder screening and NIFTY® non-invasive prenatal testing (NIPT), enabling early diagnosis of multiple treatable rare diseases and securing critical treatment windows. Genetic literacy was continuously promoted via social media, clinical training was provided to local physicians, and AI-driven solutions integrating large-scale genetic data were explored. These efforts systematically enhanced local genomic service capacity, advancing universal access to cutting-edge testing in Central Asia and empowering the "Healthy New Silk Road" through genomics.

Case study | Localizing precision health systems to enable inclusive healthcare in Thailand

In 2025, BGI Genomics, through its Sino-Thai joint venture Bangkok Genomics Innovation Public Company, localized its multi-omics precision health management system for Thailand. Aligning with local healthcare realities, the team adapted testing methodologies, redesigned referral pathways, and developed cost-effective test panels under the "global solutions + local wisdom" approach. Following the successful model of NIPT—initially launched in private clinics and later integrated into national insurance—the system first validated efficacy through premium services, with the ultimate goal of integration into Thailand's public health system. Early screening programs now span multiple provinces, and hereditary cancer testing has gained public trust. By emphasizing "prevention before illness," the initiative shifts the health focus upstream, embedding proactive health concepts in Thailand and advancing inclusive healthcare across Southeast Asia.



Bangkok Genomics Innovation Public Company, BGI Genomics' joint venture in Thailand

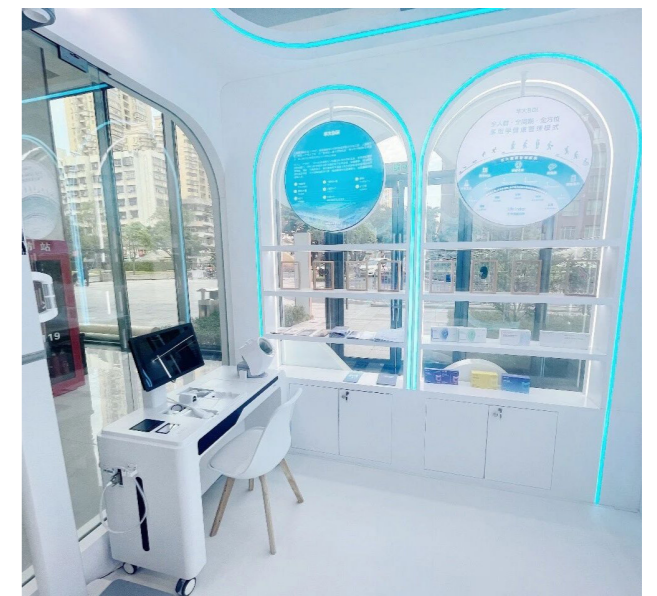
Healthcare accessibility

Case study | Participating in centralized procurement of genetic testing services and securing insurance reimbursement to significantly reduce public healthcare costs

In 2025, BGI Genomics actively engaged in national centralized procurement policies, driving price adjustments to lower the cost of genetic testing through volume-based pricing and improving access to birth defect prevention services. The Company participated in Jiangsu Province's NIPT centralized procurement—the nation's first for diagnostic services—achieving multiple systemic breakthroughs. Prices dropped by over 70%, and as of January 2025, NIPT was officially included in Jiangsu's Class B medical insurance with minimal out-of-pocket costs, benefiting hundreds of thousands of families annually. In Guangdong, the Company supported a 62.7% price reduction for NIPT and advocated for its inclusion in maternity insurance, enabling insured pregnant women to access the service at "zero out-of-pocket" cost. Implemented across multiple Pearl River Delta cities, this policy has substantially reduced the financial burden of prenatal care.

Case study | Launching Proactive Health Kiosks to enhance access to precision health services

In December 2025, BGI Genomics established a Proactive Health Promotion Center (also known as the Proactive Health Kiosk) at Zhuhai People's Hospital, bringing precision health management and genomics directly to the public. Powered by BGI's multi-omics precision health system, the center offers accessible services—including basic health screenings and complimentary skin analysis—blending engaging health exploration with professional medical assessments. This initiative moves genomics out of the lab and into everyday life, making precision health services more tangible, promoting proactive health behaviors, and significantly enhancing the inclusiveness and accessibility of healthcare.



Proactive Health Kiosk

Case study | Launching free "two cancers and four highs" screening in Harbin to enhance grassroots healthcare accessibility through genomics

In November 2025, BGI Genomics' Harbin public welfare project for "two cancers and four highs" screening was selected as a 2025 People's Enterprise Social Responsibility Action Case. The project provides free screening for digestive tract cancers and the "four highs" (hypertension, hyperlipidemia, hyperglycemia, and overweight/obesity) to 2.4 million residents, utilizing Colotect fecal DNA methylation technology. Deployed through over 300 urban and rural primary healthcare facilities, it employs an online booking and at-home sample collection model, drastically lowering participation barriers. As of July 2025, over 800,000 appointments had been made, effectively advancing early cancer detection. The Company has also rolled out maternal-child and oncology screening programs across multiple provinces, extending the benefits of genomics to broader grassroots populations.



BGI Genomics' Harbin "two cancers and four highs" public welfare screening project was successfully selected as a "2025 People's Enterprise Social Responsibility Action Case"

Case study | Advancing Phase III of the ALS public welfare gene testing project to empower inclusive care and research for rare diseases

In 2025, BGI Genomics partnered with AskHelpU ALS Patient Platform to advance the public welfare gene testing project for amyotrophic lateral sclerosis (ALS) to Phase III. Co-initiated by both organizations' founders, the project receives full technical and financial support from BGI to provide free genetic testing and data analysis for ALS patients, significantly improving access to rare disease care. Utilizing BGI's proprietary single-molecule long-read nanopore sequencing technology—which covers complex genomic regions—it aims to identify ALS pathogenic variants missed by short-read sequencing. A large-scale patient genomic database is being built to uncover ALS-specific genetic signatures through BGI's analytical and research capabilities, generating critical insights for novel therapeutic target discovery and advancing solutions to ALS diagnosis and treatment challenges.



Public awareness and inclusivity

Case study | Implementing multi-dimensional public welfare initiatives to promote precision medicine and health awareness

In 2025, BGI Genomics focused on birth defect prevention—a key public health priority—and leveraged national health awareness days to drive science communication and public service campaigns, promoting widespread adoption of precision health concepts. On International Rare Disease Day, National Ear Care Day, World Thalassemia Day, National Eye Care Day, and World ALS Day, the Company collaborated with local health commissions, disabled persons' federations, medical institutions, and NGOs to deliver targeted initiatives. On National Ear Care Day, 12 free clinics offered genetic testing and counseling for hereditary deafness. On World Thalassemia Day, a patient story campaign reinforced that thalassemia is preventable. On Birth Defect Prevention Day, 13 medical partners co-hosted clinics with genetic testing and counseling, and expert-led educational videos were produced to disseminate prevention knowledge, fostering broad societal engagement.



Birth Defect Prevention Day activities



Case collection and promotional posters for public health awareness days

Case study | Deepening thalassemia relief through comprehensive public welfare practices

In March 2025, BGI Genomics deepened its thalassemia relief efforts by establishing a full-chain support system backed by dedicated funds and distinctive charitable activities. Supported by the Guang Foundation and Hua Foundation, the Company hosted the 8th "Born to the Sun, Walking with Love" charity concert, partnering with Shenzhen NGOs and disability associations to create a performance platform for individuals with Down syndrome, thalassemia, visual impairments, and hearing loss. Funds raised aided thalassemia and hereditary eye disease patients, fostering public support for birth defect prevention. Additionally, through the Hua Foundation and World Without Thalassemia Fund, the Company provided HLA typing, transplant surgery, and gene therapy support, delivering tangible relief to affected families.



"Born to the Sun, Walking with Love" Charity Concert

关键绩效

As of the end of 2025, the Hua Foundation had completed **23,432** public welfare samples for severe thalassemia,

Reached **7,868** families and helped **858** children with thalassemia find fully matched donors;

The World Without Thalassemia Fund has assisted over **70** children with severe thalassemia in successfully undergoing hematopoietic stem cell transplantation.

Case study | Organizing specialized study tours for thalassemia families to promote social

In August 2025, BGI Genomics partnered with Shenzhen Media Foundation · Hua Foundation, Mammoth Foundation's World Without Thalassemia initiative, and multiple compassionate enterprises to host the "Leaping Over the Thalassemia 'Poverty' Line, Little Dreamers Building Futures — The First Parent-Child Study Tour for Thalassemia Families." Designed as an immersive science-themed educational tour, the program aimed to empower children living with thalassemia by fostering their social inclusion. The nine young participants were selected from families previously supported by BGI Genomics. Through a thoughtfully curated itinerary spanning three provinces, the initiative created meaningful opportunities for these children to connect with society, experience care and encouragement, and build self-confidence and social engagement. This effort not only embodied BGI Genomics' deep commitment to social responsibility but also—through subsequent outreach—significantly heightened public awareness and understanding of inherited genetic disorders, helping cultivate a more compassionate and inclusive environment for individuals affected by such conditions.

Case study | Advancing public welfare services for rare diseases and cancer prevention to shift the health defense line forward

In 2025, in alignment with the Healthy China 2030 Plan, BGI Genomics advanced public welfare programs for rare disease and cancer prevention, moving the health intervention frontier upstream. For rare diseases, the Company partnered with AskHelpU ALS Patient Platform to offer free genetic testing and interpretation for ALS patients, leveraging its capabilities to uncover genetic profiles of Chinese ALS patients and generate leads for novel therapeutic targets. By the reporting period's end, Phase III launched with a technology upgrade featuring BGI's proprietary "CycLoneSEQ long-read sequencing" to probe ALS pathogenesis. In cancer prevention, during National Cancer Prevention Week, the Company co-hosted eight "Community Health Public Welfare Tours" for anti-cancer education, collected 17 real patient stories through an online campaign, and held four expert-led livestreams on colorectal cancer screening—promoting the principle that "prevention outweighs cure."



Promotional poster for cancer prevention case collection



BGI Genomics' "Community Health Public Welfare Tour" cancer prevention campaign



"Leaping Over the Thalassemia 'Poverty' Line, Little Dreamers Building Futures — The First Parent-Child Study Tour for Thalassemia Families" Event

Key performance

Indicator	Unit	2024	2025
I. Governance Performance			
Number of Shareholders' Meetings held	Times	4	3
Number of Board meetings held	Times	7	4
Total number of Board Special Committee meetings held	Times	13	6
Average Board attendance rate	%	100	100
Proportion of independent directors on the Board	%	33.33	33.33
Proportion of female directors on the Board	%	11.11	11.11
Number of annual director training sessions	Times	/	3
Number of incidents involving major public controversy or revenue losses exceeding 0.5% due to administrative penalties	Times	0	0
Timely resolution rate of high compliance risks	%	100	100
Compliance incident response rate	%	100	100
Legal proceeding response rate	%	100	100
Number of external disclosures issued during the year	Copies	152	144
Number of regulatory penalties for disclosure violations	Cases	0	0
Number of annual earnings calls held	Times	4	3
Number of annual offline research events organized/participated in	Sessions	23	20
Number of annual online institutional research sessions	Times	5	3
Number of annual offline roadshows (including institutional strategy conferences)	Sessions	7	2
Number of annual anti-bribery and anti-corruption training sessions	Sessions	12	13
Number of participants in anti-bribery and anti-corruption training	Person-times	/	828
Signing rate of employee compliance/integrity pledges	%	100	100

Indicator	Unit	2024	2025
Signing rate of supplier integrity agreements	%	100	100
Number of annual fair competition violations	Cases	0	0
Total number of annual compliance training sessions	Sessions	/	27
Number of data security/customer privacy breach incidents	Cases	0	0
Financial impact of data security/customer privacy breaches	RMB	0	0
Number of annual information security and customer privacy training sessions	Sessions	13	8
Number of participants in annual information security and customer privacy training	Person-times	/	542
Number of annual information security emergency drills	Sessions	/	2
Information security incident response rate	%	/	100
II. Innovation and Operational Performance			
Product conformity rate	%	/	99.5
R&D investment amount	RMB 10,000	67,694.75	50,820.00
Proportion of R&D investment to operating revenue	%	17.51	13.71
Number of times achieving full scores in domestic and international proficiency testing annually	Times	Over 800	Over 800
Timely response rate to quality issues	%	100	100
Customer feedback response rate	%	100	100
Annual overall customer satisfaction	%	99	99
Number of customer satisfaction survey responses collected annually	Copies	976	1,094
Customer complaint resolution rate	%	100	100
Number of annual customer service training sessions	Sessions	/	7
Training coverage rate of customer service personnel	%	/	100

Indicator	Unit	2024	2025
III. Social and Employee Performance			
Total number of employees at year-end	Persons	3,702	3,580
Number of new hires during the year	Persons	530	348
Proportion of female employees	%	57	57
Number of international employees	Persons	79	55
Number of employees with disabilities	Persons	/	16
Labor contract signing rate for full-time employees	%	100	100
Social insurance coverage rate	%	100	100
Number of confirmed incidents of discrimination/child labor/forced labor	Cases	0	0
Total number of annual employee training sessions	Sessions	/	477
Total annual expenditure on employee training	RMB 10,000	313	102
Total annual training hours	Hours	48,659	66,827
Average annual training hours per employee	Hours	13	16.28
Employee training coverage rate	%	100	100
Annual overall employee satisfaction	%	99.63	98.03
Employee engagement	%	77.22	77.22
Annual investment in employee commercial insurance premiums	RMB 10,000	/	Over 131
Employee commercial insurance coverage rate	%	100	100
Annual specialized investment in occupational health and safety	RMB 10,000	29.77	3.97
Number of employees in key positions receiving specialized occupational disease screenings annually	Persons	313	213
Occupational disease screening coverage rate	%	100	100
Annual work safety training coverage rate	%	100	100
Number of major work safety accidents during the year	Cases	0	0

Indicator	Unit	2024	2025
Number of work-related injuries and occupational illness incidents during the year	Times	0	0
Cumulative number of severe thalassemia public welfare samples tested by the Hua Foundation	Cases	21,965	23,432
Cumulative number of thalassemia children helped by the Hua Foundation to find fully matched donors	Persons	805	858
Cumulative number of children with severe thalassemia assisted	Persons	Nearly 50	Over 70
IV. Environmental Performance			
Total annual investment in environmental management	RMB 10,000	152.27	121.95
Number of annual administrative penalties for environmental incidents	Times	0	0
Number of annual emergency drills for sudden environmental incidents	Sessions	/	17
Number of participants covered by emergency drills	Person-times	/	1,595
Total annual energy consumption	Tonnes of standard coal	/	2,439.47
Annual purchased electricity	kWh	/	19,849,241
Annual total water withdrawal	Tonnes	/	66,140
Total annual wastewater discharge	Tonnes	/	6,722.75
Total annual exhaust gas emissions	Cubic meter	/	1,864,328.6
Total annual hazardous waste generated	Tonnes	/	136.56
Total hazardous waste generated per RMB 100 million in revenue	Tonnes	/	3.69
Number of major environmental accidents during the year	Cases	0	0

Benchmarking Index

Report section	Relevant provisions of <i>Self-Regulatory Guidelines No. 17 for Listed Companies on Shenzhen Stock Exchange – Sustainability Report (for Trial Implementation)</i>	Relevant provisions of <i>GRI Standards 2021</i>
Corporate governance	Article 11, Article 12	GRI 2: General Disclosures
Risk and compliance management	Article 18, Article 52	GRI 207: Compliance
Business ethics	Article 53, Article 54, Article 55, Article 56	GRI 205: Anti-corruption, GRI 206: Anti-competitive Behavior
Product safety and quality	Article 40, Article 41	GRI 416: Customer Health and Safety
Customer service	Article 41	GRI 416: Customer Health and Safety
Innovation-driven development	Article 38	GRI201: Economic Performance
Data security and customer privacy protection	Article 42, Article 43	GRI 418: Customer Privacy
Supply chain management	Article 44, Article 45	GRI308: Supplier Environmental Assessment, GRI 414: Supplier Social Assessment
Industry collaboration	Article 54	GRI206:Anti-competitive Behavior
Environmental compliance management	Article 29	GRI 207: Compliance
Pollutant and waste management	Article 30, Article 31	GRI 305: Emissions, GRI 306: Waste
Addressing climate change	Article 20 to Article 28	GRI 305: Emissions, GRI 201: Economic Performance
Energy management and circular economy	Article 34, Article 35, Article 37	GRI 302: Energy, GRI 303: Water and Effluents, GRI 306: Waste
Ecosystem and biodiversity conservation	Article 32	GRI 304: Biodiversity
Employee employment	Article 49	GRI 401: Employment, GRI 405: Diversity and Equal Opportunity, GRI 406: Non-discrimination
Protection of employee rights		

Report section	Relevant provisions of <i>Self-Regulatory Guidelines No. 17 for Listed Companies on Shenzhen Stock Exchange – Sustainability Report (for Trial Implementation)</i>	Relevant provisions of <i>GRI Standards 2021</i>
Employee training and development	Article 50	GRI 404: Training and Education
Occupational health and safety	Article 51	GRI 403: Occupational Health and Safety
Medical accessibility and equitable healthcare	Article 39, Article 46	GRI 203: Indirect Economic Impacts

Reader Feedback

Dear Readers,

Hello! Thank you very much for taking the time to read the 2025 Environmental, Social, and Governance Report of BGI Genomics Co., Ltd. To provide you and other stakeholders with more valuable information and continuously enhance our ESG management and reporting quality, we sincerely welcome your feedback and suggestions.

Multiple-choice questions (Please tick the appropriate box ✓)

What is your overall evaluation of this Report?

How well does the Report address and disclose issues of concern to stakeholders?

Excellent Good Fair Poor Very poor

How would you rate BGI Genomics' performance in governance responsibility?

Excellent Good Fair Poor Very poor

How would you rate BGI Genomics' performance in industrial development and innovation responsibility?

Excellent Good Fair Poor Very poor

How would you rate BGI Genomics' performance in environmental responsibility?

Excellent Good Fair Poor Very poor

How would you rate BGI Genomics' performance in employee and social responsibility?

Excellent Good Fair Poor Very poor

Is the information, indicators, and data disclosed in the Report clear, accurate, and complete?

Excellent Good Fair Poor Very poor

Do you find the content arrangement and layout design of this Report easy to read?

Yes No

Open-ended questions

Do you have any comments or suggestions regarding BGI Genomics' ESG responsibilities and this Report?



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BGI Genomics Website



BGI Genomics Official WeChat Account