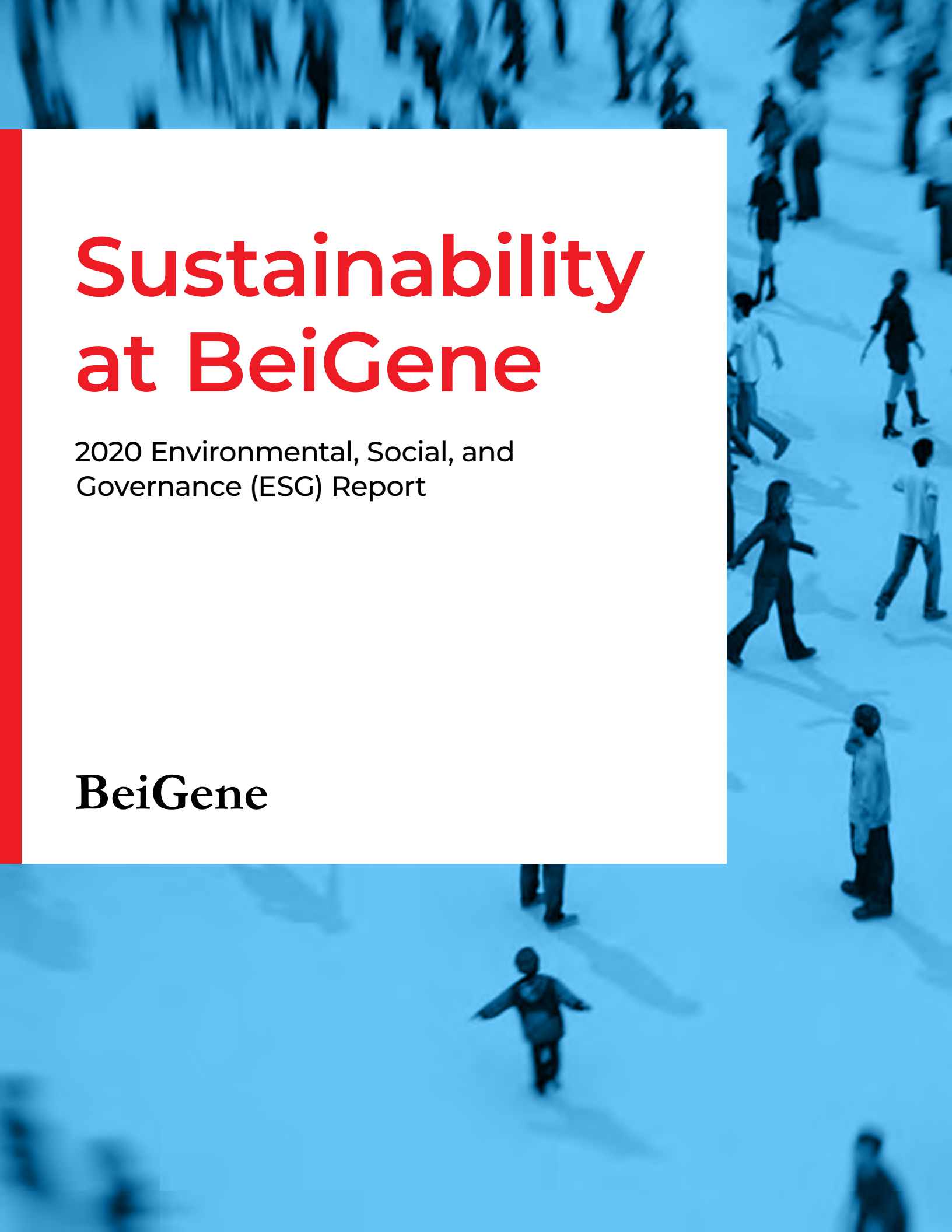


Sustainability at BeiGene

2020 Environmental, Social, and Governance (ESG) Report

BeiGene

Letter from the CEO

BeiGene was founded just over a decade ago, with a vision that high-quality, affordable medicines should be accessible to all. Dr. Xiaodong Wang and I launched BeiGene to create a truly transformative, global biotechnology company with the capabilities to accelerate the discovery and commercialization of new therapies, more affordably, to reach billions more people worldwide.

We knew then that changing the system would require breaking with convention. That's why, even a decade later, BeiGene remains a very different kind of company: purposefully global, always challenging the status quo, and ultimately pioneering an innovative model for developing medicines. By leveraging a unique opportunity to build cost and time efficiencies into clinical development, we are working to fundamentally change how medicines are developed for global affordability and accessibility.

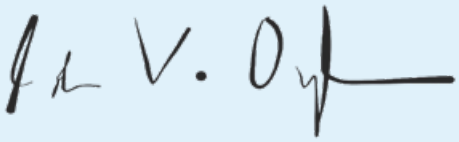
We know cancer doesn't recognize geographical borders, and neither do we. We recruit exceptional talent wherever they might be located. Today with colleagues working across five continents, I can proudly say that we are disrupting the traditional model of biopharma—advancing 11 internally discovered molecules into clinical trials in just 10 years, with two of our medicines, BRUKINSA® (zanubrutinib) and tislelizumab, approved for commercial use in multiple indications by the end of 2020. In early 2021, we also received approval for a third medicine, our PARP inhibitor pamiparib, to treat recurrent ovarian cancer.

Our environmental, social, and governance (ESG) framework reflects our determination to be a positive force in the industry beyond the creation of world-class therapies. We are driven by a sense of urgent optimism—to not only deliver affordable medicines to all, but also create a more equitable and sustainable world.

This year, we began defining a set of ESG goals that will reflect this commitment. Our strategy will include providing boundless opportunities for our employees, giving back to our communities, and continuing to uphold our values by operating our business responsibly, ethically, and with integrity. We will share the results in our next annual ESG report.

Last year, we saw unprecedented suffering but also rarely seen levels of collaboration between regulators, industry, and the broader healthcare community as everyone grappled with COVID-19. This is the type of approach we know we must take in our fight against cancer and other devastating diseases. And it underscores the importance of aligning our ESG efforts with our business strategy for the benefit of all of our stakeholders.

This ESG report shares our approach for managing the ESG issues we believe are material for BeiGene's future, from clinical trial excellence to product safety and environmental stewardship. I hope that you will join me in celebrating the progress we have made in such a short time, and I invite you to provide your feedback as we chart the next 10 years of delivering life-saving medicines to the world.



John V. Oyler
Chairman, Co-Founder & CEO

JULY 2021

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Introduction

About BeiGene

BeiGene is a global, science-driven biotechnology company focused on developing innovative and affordable medicines to improve treatment outcomes and access for patients worldwide.

With a broad portfolio of medicines and clinical candidates, we are committed to expediting the development of our diverse pipeline of novel therapeutics through our own internal capabilities or collaborations, with the goal of radically improving access to medicines for billions more people BeiGene is purposefully global, with colleagues across five continents.

2020 SNAPSHOT*

5,150+
Employees

450+
in Research

1,600+
in Development

1,800+
in Commercial with over 1,700 across China

14
Countries and regions

60+
Ongoing or planned clinical trials

40+
Medicines and drug candidates in commercial stage or clinical development

7
Approved medicines

5
Pending approval

30+
in Clinical development

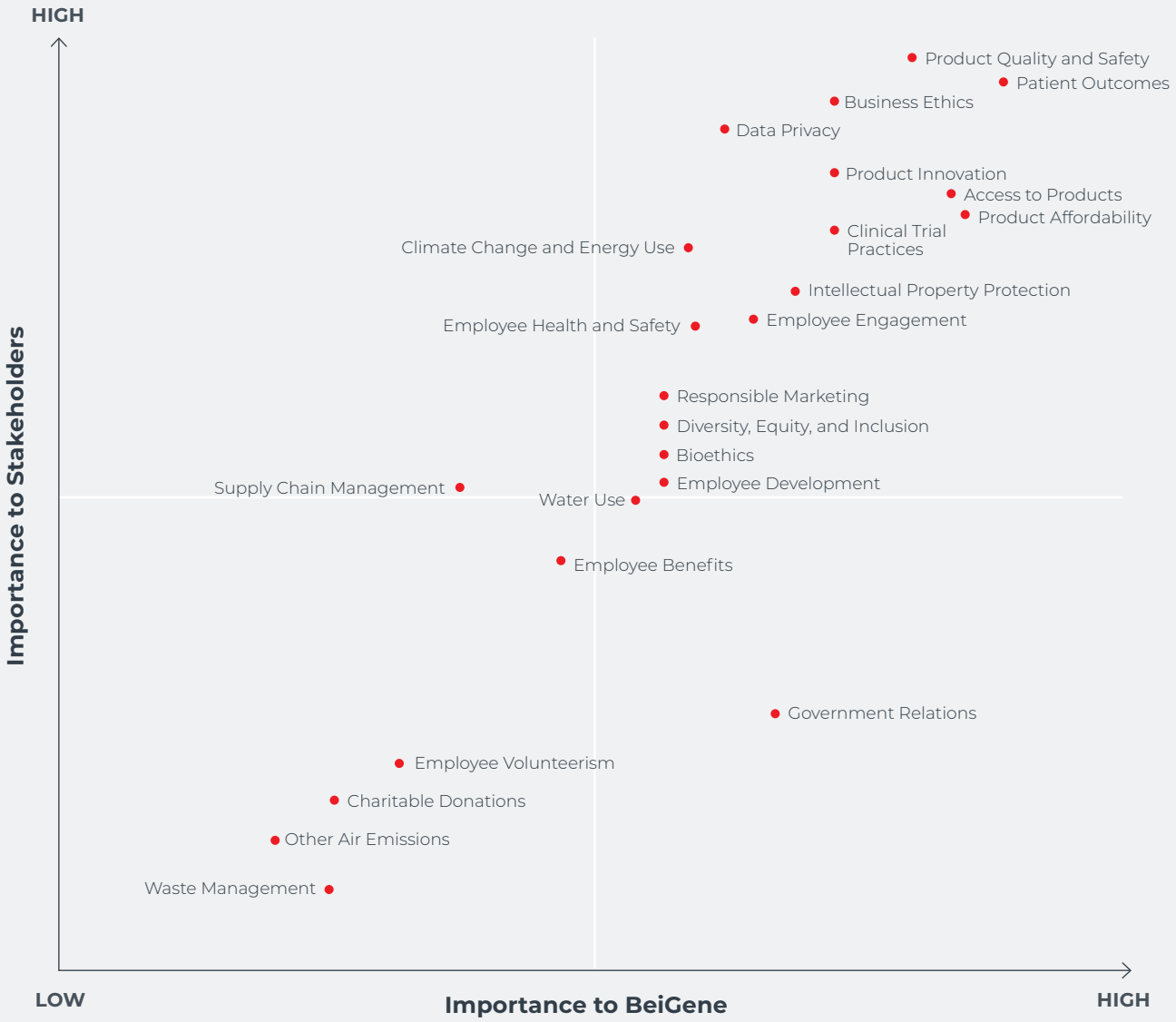
*As of December 31, 2020

About This Report:
This report covers BeiGene's environmental, social, and governance (ESG) performance in fiscal year 2020 with some activities from early 2021. All performance data covers BeiGene's owned and operated facilities for fiscal years 2018 to 2020 unless otherwise noted. This report was reviewed by internal subject matter experts and BeiGene leadership.

Material ESG Issues

Since 2018, we have conducted an annual materiality assessment to identify the ESG issues most important to our stakeholders and business.

These assessments are published in our 2018, 2019, and 2020 ESG reports pursuant to the listing rules of the Stock Exchange of Hong Kong Limited and available on our website at ir.beigene.com. In early 2021, we undertook a broad landscape review to refine the issues included in our assessment; adding new topics including access, affordability, clinical trial practices, and bioethics, as a result. To rank order the issues, we interviewed key members of BeiGene's leadership team, conducted an employee survey and reviewed expectations from the investor community, industry organizations, relevant nonprofit organizations, and other external stakeholders. The results of the materiality assessment are summarized below. This report provides our performance against these topics.



Our ESG Framework

At BeiGene, medicine is so much more than molecules and reactions. For us, medicine stands for hope and healing.

We are driven to deliver affordable medicines to all and create a more equitable and sustainable world for our patients, employees, and our communities. This commitment is reflected in our approach to ESG. Our ESG framework reflects our ambition to greatly expand access to high-quality, affordable medicines to more patients around the world; provide meaningful growth and development opportunities to our employees; and operate our business responsibly and sustainably. In 2021, we plan to develop a formal strategy with goals and metrics to accompany this framework. We will report on our progress in our 2021 ESG report.

ESG FRAMEWORK

A NEW MODEL

Bringing affordable, cutting-edge medicines to more patients around the world

- Pursuing first- or best-in-class therapies across multiple mechanisms of action
- Conducting lower-cost clinical trials in alignment with best-in-class global standards
- Expanding access to innovative, affordable, high-quality medicines
- Collaborating with like-minded partners to further increase access
- Ensuring product quality and safety

BOUNDLESS OPPORTUNITY

Conducting meaningful science in a dynamic workplace

- Providing engaging work where employees can pursue their passions and grow their careers
- Offering generous benefits
- Creating a culture of belonging

DOING OUR PART

Operating our business ethically and with integrity

- Conducting our business ethically and with integrity
- Practicing environmental stewardship
- Responsibly sourcing materials and services
- Supporting patient communities
- Giving back to the communities where we live and work

A New Model for Medicine Discovery and Development

BeiGene's mission is to expand access to innovative, affordable medicines to billions more people around the world. Our mission is purposefully ambitious. With millions of new cases of cancer each year, we understand the urgency of advancing new models that accelerate the discovery, development, and commercialization of oncology and other life-saving therapies.

Since BeiGene was founded in 2010, our world-class research organization has developed a robust pipeline, including several potentially first-in-class and best-in-class molecules for use across multiple indications. We have greatly expanded our global clinical development organization, running more than 60 ongoing or planned clinical trials. And we have invested heavily in building a large commercial organization, as well as several global strategic collaborations with other leading pharmaceutical companies, designed to increase access to our medicines around the world.
At BeiGene, we put patients first.

> BeiGene exists because the world is still suffering from devastating diseases. We want to alleviate that suffering.
>
> **Xiaodong Wang,**
> BeiGene Co-founder

Cutting-Edge Science

One of our corporate values is bold ingenuity, which drives us to challenge the status quo to deliver science once thought to be impossible, and to make bold commitments and deliver against them.

Our global research organization is passionate about uncovering new mechanisms that can benefit patients suffering from a range of debilitating diseases. Due to their ingenuity, tenacity, and unwavering commitment to pursue leading-edge science, we have advanced 11 internally discovered molecules into clinical trials in just 10 years.

As of the end of 2020, two of our medicines, BRUKINSA® (zanubrutinib) and tislelizumab, have been approved for commercial use in multiple cancer indications and a third medicine, PARP inhibitor pamiparib, was approved to treat recurrent ovarian cancer in early 2021.

We have advanced **11 internally discovered molecules** into clinical trials in just 10 years.

And, we have only just started. We continue to invest in research and development (R&D), with $1.3 billion invested in just 2020, substantially more than our total revenue of $309 million.

Innovative Mechanisms of Action

Many of our therapies have distinct mechanisms of action, and several are potentially first-in-class or best-in-class for their target indications. Our team has discovered promising new drug candidates, including our investigational TIGIT[1] antibody, called ociperlimab, BCL-2[2] inhibitor, and our HPK1[3] inhibitor, which is currently in development.

INNOVATIONS FROM BEIGENE'S PIPELINE*

Product or Product Candidate	Advantages	Key Target Indications or Modalities
Brukinsa® zanubrutinib 80mg capsules	A potentially best-in-class BTK[4] inhibitor Unique pharmacologic qualities designed to maximize BTK occupancy and minimize off-target binding compared to competitors	Chronic lymphocytic leukemia/small lymphocytic lymphoma, Waldenström's macroglobulinemia, mantle cell lymphoma, follicular lymphoma, marginal zone lymphoma and/or diffuse large B-cell lymphoma
tislelizumab 百泽安®	A humanized monoclonal antibody against the immune checkpoint receptor PD-1[5] Differentiated mechanism minimizes binding to FcγR	Lung, liver, gastric, and esophageal cancers, classical Hodgkin's lymphoma, urothelial carcinoma, nasopharyngeal, MSI-High
Pamiparib (BGB-290)	A selective small molecule inhibitor of PARP1[6] and PARP2 enzymes Demonstrated brain penetration in preclinical models provides potential for treating brain tumor and brain metastasis	Ovarian, breast, gastric, prostate cancers
Ociperlimab (BGB-A1217)	An investigational anti-TIGIT monoclonal antibody Has intact immunoglobulin G fragment crystallizable region (IgG Fc) for optimized antibody-mediated antitumor activity	Cervical cancer, non-small cell lung cancer, esophageal squamous cell carcinoma, locally advanced and metastatic solid tumors
BGB-A445	An investigational non-ligand competing OX40 antibody Differentiated from other OX40 antibodies in the clinic as it does not disrupt OX40-OX40 ligand engagement and is efficacious in preclinical models, including PD-1 resistant models	Advanced solid tumors
BGB-11417	An investigational BCL-2 inhibitor Demonstrates superior antitumor activities in hematological tumor models and higher potential to target BCL-2 G101V mutation as compared to venetoclax in pre-clinical studies	B cell malignances
BGB-15025	A potentially first-in-class investigational HPK1 inhibitor In combination with an anti-PD-1 antibody, designed to enhance T cell activation for robust antitumor activity	Advanced solid tumors

* For information on development and approval status by indication and geography, please see press releases.
[1] T-cell immunoreceptor with immunoglobulin and immunoreceptor tyrosine-based inhibitory motif domains
[2] B-cell lymphoma 2
[3] Hematopoietic progenitor kinase 1
[4] Bruton's tyrosine kinase
[5] Programmed cell death protein 1
[6] Poly ADP-ribose polymerase

Bioethics in Research and Development

Bioethics, the application of ethics within the field of medicine and healthcare, plays an important role at BeiGene. Based on the core values of respect for autonomy, non-maleficence, beneficence, and justice, our bioethics program provides a framework to guide internal decision-making, helping us to deliver on our mission ethically and with integrity.

All BeiGene employees and outside vendors or consultants who conduct research for us receive training on our standard operating procedures and guidelines on bioethics issues in the R&D process established by The World Medical Association's (WMA) Declaration of Helsinki, guidelines established by the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), as well as the Biotechnology Innovation Organization (BIO) Statement of Ethical Principles.

We are also guided by the following positions and practices:

- **Genetic Engineering:** We use genetic engineering tools, including polymerase chain reaction (PCR), transformation/transduction, and clustered regularly interspaced short palindromic repeats (CRISPR) routinely in our research efforts. These tools afford us the ability to do gene mutation, insertion, and knockout in cells. The users of these tools have been well trained and keep records of all research studies and the use of relevant instruments.
- **Nanotechnology:** We do not use nanotechnology in our current R&D efforts.
- **Animal Care:** At BeiGene, we follow the 3R (replace, refine, reduce) principles and fully support the use of alternatives to animal research wherever feasible. Our practices are guided by the Institute for Laboratory Animal Research (ILAR) Guide for the Care and Use of Laboratory Animals as well as BeiGene's Animal Care Policies and Guidelines. Our Institutional Animal Care and Use Committee oversees the use and care of any animal programs. Our facilities are certified by local regulatory authorities.

As new technologies emerge, we remain committed to conducting appropriate research on their safety as well as engaging with appropriate external stakeholders to mitigate potential risks associated with them.

Responsible Research and Development

We follow leading industry guidelines around the world including:

- The **World Medical Association's** Declaration of Helsinki;
- Guidelines established by the **International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use;**
- The **Biotechnology Innovation Organization** Statement of Ethical Principles; and
- **Good Clinical Research Practice and Good Pharmacovigilance Practice** guidelines issued by regulatory agencies from around the world.

Clinical Trials Excellence

Clinical trials are a critical element in evaluating the safety and effectiveness of our investigational medicines. They also provide an important avenue for patients to access new investigational therapies. How we run these trials is key to bringing potentially life-saving treatments to more patients around the world. We adhere to leading international standards for conducting clinical research ethically and have stringent guidelines in place to protect patient safety and privacy.

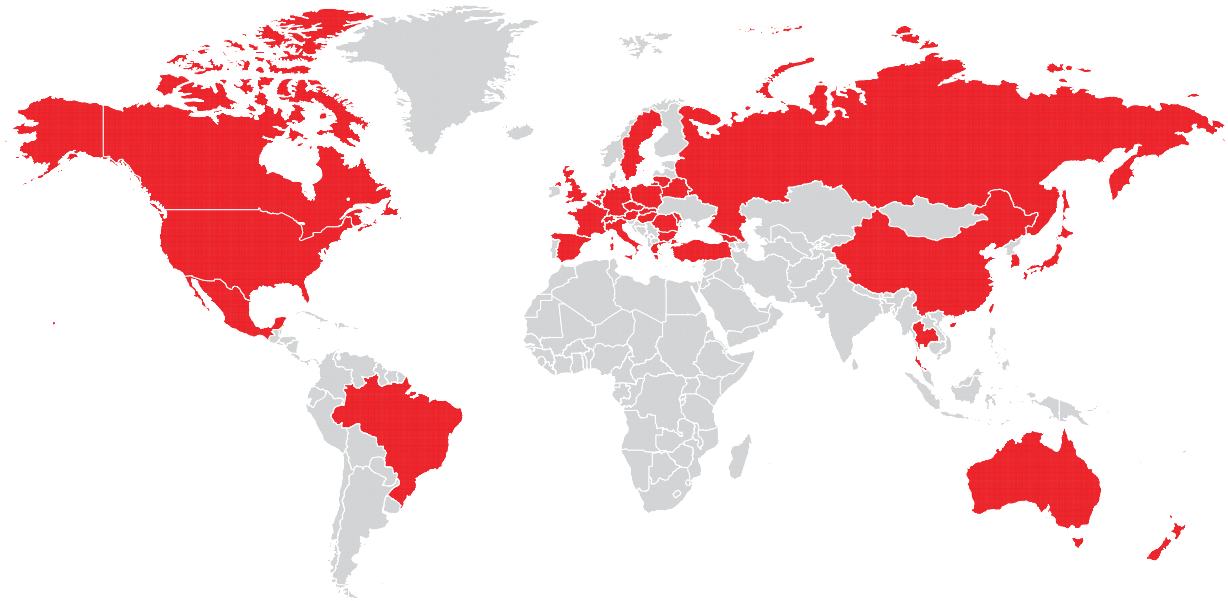
Expanding Access

The need for safe and effective oncology medicines is vast and urgent. To bring life-saving therapies to more patients more quickly, BeiGene leverages global trials with the goal of producing high-quality medicines in shorter timeframes than the average clinical trial.

In 2020, we had more than 60 ongoing or planned clinical trials, of which 39 were global trials that between them spanned almost 40 countries. This includes geographies such as China, Brazil, Kuwait, South Korea, Mexico, and Turkey, which are typically not considered early targets for clinical trials of advanced novel oncology therapeutics. We publicize our clinical trials in public databases as required by regulatory authorities, including:

- The United States ClinicalTrials.gov;
- The Chinese Clinical Trial Registry;
- EU Clinical Trials Register;
- Japanese Registry of Clinical Trials;
- Australian New Zealand Clinical Trials Registry; and
- Thai Clinical Trials Registry.

Our ability to accelerate clinical trials is in part due to our broad reach in China. With over 1.4 billion residents, who account for 24% of newly diagnosed cancer cases and 30% of cancer-related deaths worldwide in 2020[7], China has a large patient pool that can benefit from innovative therapies. Conducting trials in China enables us to more quickly enroll the required number of patients necessary to conduct robust research studies. It also allows us to help millions of Chinese patients get quicker access to useful cancer therapies, something not historically possible when most clinical trials were initiated in the U.S. and Europe.



Countries and regions in which BeiGene is conducting clinical trials

[7] Cao, Wei; Chen, Hong-Da; Yu, Yi-Wen; Li, Ni; Chen, Wan-Qing; Changing profiles of cancer burden worldwide and in China: a secondary analysis of the global cancer statistics 2020; *Chinese Medical Journal;* April 5, 2021 - Volume 134 – Issue 7 – p 783–v791; https://journals.lww.com/cmj/Fulltext/2021/04050/Changing_profiles_of_cancer_burden_worldwide_and.5.aspx#:~:text=China%20accounted%20for%2024%25%20of,129.4%20per%20100%2C000)%20ranked%2013th

Protecting Patients: Our Commitment to Quality and Safety

While we strive to conduct trials more quickly given our unique model, we never compromise on quality and safety. We manage the majority of our clinical trials in-house, which we believe also affords us better quality control.

For every investigational medicine, we follow a structured and formal process for governing and executing clinical trials. Our Development Core Teams—cross-functional teams including individuals from clinical development, clinical operations, clinical pharmacology, and regulatory, among others—are responsible for the clinical development plan (CDP) for each product candidate. Each plan includes an assessment to identify potential risks to patients and plans to mitigate those issues. We assess overall risks/benefits of a new therapeutic candidate in light of the current and expected treatment practices in a given indication. Each CDP is reviewed by a Development Review Committee, which is chaired by a Vice President and/or Executive Committee Member and includes senior development leaders from across the company.

Every CDP includes strict guidelines for protecting patient safety and privacy in accordance with our internal policies and standards and in alignment with regulatory and international standards. This includes obtaining the informed consent of each patient participating in our trials as well as providing adequate information about the research study and its potential risks and benefits. This allows the patient to make an informed decision about their participation in the clinical investigation and provide their voluntary agreement to participate. We also employ safeguards to protect patient privacy, guided by our global Privacy and Data Protection Policy, which establishes core requirements for the use, storage, and transmission of medical and genetic patient data.

Our patient safety considerations extend throughout the product lifecycle from the very first use of a medicine in humans to prescribed commercial use.

BeiGene maintains a rigorous and proactive program to assess safety at all stages of development and commercialization that, at a minimum, is compliant with the standards set out by ICH as well as local regulatory requirements. This includes a highly coordinated cross-functional team of company physicians and scientists working to ensure that emergent safety information is carefully assessed, and any required actions are promptly taken and reported to regulatory authorities.

Our staff and external support personnel receive training on the processes that align with their responsibilities, and on the applicable regulations. These trainings are documented and tested with regard to standards, informed consent, bioethics, and other practices for the business as well as clinical-trial-specific trainings. Throughout the course of the trial, patient progress is closely monitored by investigators and by BeiGene, as a sponsor, to ensure ongoing benefit/risk assessment. BeiGene seeks to ensure proactive intervention as warranted throughout this monitoring process. BeiGene also quickly acts on any complaints filed by patients or others through ethics committees or Institutional Review Boards.

Post-Trial Access and Compassionate Use Programs

Through participation in our clinical trials, patients may receive access to one of our investigational medicines and subsequently derive a clinical benefit from that therapy. Upon study completion, such patients, in consultation with their physicians, may wish to receive continued access to the BeiGene investigational medicine, particularly if there will be periods of delay between study completion, product approval, and commercial access. Post-trial access to an investigational medicine may be especially important if no alternative or satisfactory treatment options are available or if terminating the therapy could lead to deterioration in the patient's overall condition.

Diversity in Clinical Trials

People of different ethnicities may metabolize medicines differently, making it imperative that we include patients from diverse backgrounds and ethnicities in our trials. Our technical studies enroll diverse patient populations as prescribed by various regulatory bodies. Many of our global trials include a large patient population from China, allowing BeiGene to help fill an essential gap in research on clinical outcomes for people of Asian descent—a population that has typically been underrepresented in trials originating in the U.S. or Europe.

In support of our patients, BeiGene will endeavor to provide post-trial access to BeiGene therapies, at no cost, for patients who participate in a confirmatory, BeiGene-sponsored study until, at a minimum, the therapy receives local regulatory approval and is widely available to patients.

In certain cases, patients with a serious or life-threatening disease or medical condition may not be able to access one of our investigational medicines through a clinical trial and may not have other treatment options available. In very specific circumstances, these patients may be able to receive investigational medicines outside a controlled clinical trial through Compassionate Use Programs[8]. In all cases, providing an investigational medicine through these programs is done in compliance with the regulations of the appropriate local health authority.

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[8] Compassionate Use programs are also sometimes referred to as "Pre-Approval Access," "Expanded Access," "Early Access," "Named Patient Programs," or "Special Access" programs.

Improving Access and Affordability

Our approach to commercialization is firmly guided by our mission: to expand access of high-quality, affordable medicines to billions more globally. Our competitive advantage in faster drug development allows us to make them more affordable and accessible to more people. We have also built a global commercial organization of more than 1,800 professionals to help us distribute our therapies more broadly.

To extend our reach even further, we have entered into several strategic global collaborations. Some of these collaborations expand the distribution of our medicines to new geographies more quickly than we could on our own, while others allow us to use our commercial organization in China to distribute our partners' medicines. While we are in many ways at the beginning of our journey, our unique business model, which combines faster drug development and broad commercial reach, has resulted in some early successes.

Early Successes

With every commercial agreement, we strive to secure broad distribution rights in order to maximize access to affordable, high-quality medicines. At the end of 2020, we had a substantial portfolio of over 40 commercial or clinical-stage assets, including commercial rights for more than 10 compounds globally and an additional 20 compounds across China/the Asia-Pacific region.

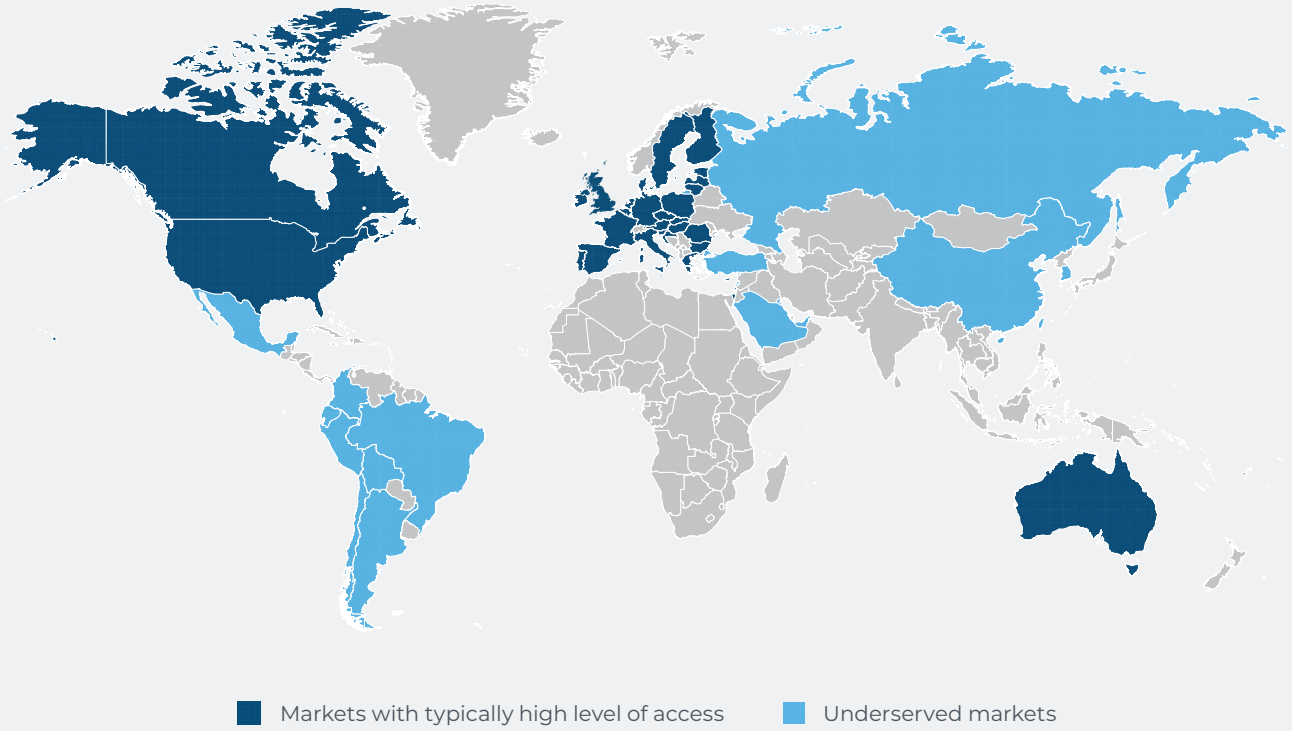
Our strategy prioritizes going to traditionally underserved geographies. For example, our large commercial presence in China allows us to reach areas of the country that have typically not had access to cutting-edge oncology medicines. And we have leveraged our learnings and expertise in China to become an early mover in other geographies, which normally do not have access to innovative therapies so early in the commercialization process. For instance, to expand access to BRUKINSA® to underserved markets, we have submitted more than 20 marketing authorization applications outside of the U.S. and China, covering the European Union and more than 20 other geographies as of the end of 2020. Some of these countries include Brazil, Bulgaria, Lebanon, and the following geographies through agreements with five distribution partners:

- Adium Pharma S.A. in Latin America and the Caribbean;
- Erkim in Turkey;
- NewBridge Pharmaceuticals in the Middle East and North Africa;
- Medison Pharma Ltd. in Israel; and
- Nanolek in Russia.

As BeiGene continues to expand into new regions, we will continue to push for affordability and improved access.

Increasing Access to BRUKINSA®

BeiGene has submitted marketing authorization applications for BRUKINSA® covering more than 40 countries around the world, many in underserved markets for advanced novel oncology therapeutics—via clinical trials or as widely reimbursed treatment options.



In addition to improved access, we also strive to improve affordability of our medicines. Pricing, however, varies by country and is in large part dictated by each country's healthcare system. BeiGene's approach recognizes this and aims to provide rational solutions across a range of geographies. For example:

- **In China,** the best way for us to expand the reach of affordable medicines is by having medicines included on the National Reimbursement Drug List (NRDL) managed by the China National Healthcare Security Administration. In early 2021, three of our medicines, BRUKINSA®, tislelizumab, and XGEVA® (120mg denosumab) licensed from Amgen, were included on the NRDL. This approach greatly expands patients' access to these medicines across China and helps alleviate the financial burden for many patients and their families. And what the company sacrifices in margin is offset by the sheer number of patients receiving our medicines.
- **In the U.S.,** the healthcare environment is complex, and there are numerous factors to consider when making decisions on pricing. Our overriding objective is to price our medicines in a way that ensures access for our patients. BRUKINSA®, for example, our potentially best-in-class BTK inhibitor, was priced approximately 10% lower than the current market leader upon entry. In keeping with our belief that medicines should be more affordable, our 2020 price increase was also in the lower third of price increases for all oral oncology drugs.
- **In new markets such as Turkey, Israel, Russia, Latin America, and the Middle East/North Africa,** we work with specialized and highly vetted distribution partners that help us determine pricing in those markets, balancing local market factors and direct costs to patients.
- **In markets such as the majority of Southeast Asia and Canada,** BeiGene works directly within payer systems to prepare for and price our medicines responsibly. As we continue to expand into new regions, we will continue to push for affordability and improved access.

tislelizumab 百泽安®
替雷利珠单抗注射液

Tislelizumab Provides New Hope for Oncology Treatments

In 2011, Dr. Kang Li, Head of Biologics at BeiGene, became interested in a new class of immuno-oncology drugs entering the market. Unlike traditional chemotherapies that directly attack cancer cells (but also inadvertently kill some healthy cells and develop resistance), immunotherapies leverage a patient's own immune system to destroy cancer cells or stop the cancer from spreading to other parts of the body providing long-lasting survival benefits. Dr. Li saw an opportunity to improve on some of these early therapies, and he and his team set to work identifying and optimizing a new PD-1 antibody with a differentiated mechanism that minimizes binding to effector receptors FcγR. In pre-clinical studies, binding to FcγR on macrophages has been shown to compromise the antitumor activity of PD-1 antibodies. In 2013, the team selected the final version, BGB-A317, which became tislelizumab, BeiGene's first medicine from BeiGene's now robust immuno-oncology biologics program.

Today, Dr. Li remains excited about the potential of tislelizumab, especially in combination with other therapies, to improve patient outcomes. While current promising solutions to combine tislelizumab with chemotherapies showed good benefit potential, he is excited by combinations with other medicines in BeiGene's pipeline such as its PARP, TIGIT, and OX40 inhibitors. In addition, BeiGene is cooperating with many international companies to explore combination therapies.

"I think that combination therapy research should be conducted in an open manner, so that we can find the best solutions for patients. Many combinations are possible, as long as they are backed by sound science. I'm glad to see BeiGene playing an important role in advancing these innovative treatments," said Dr. Li.

Strategic Collaborations

We are able to further expand access to life-saving therapies by identifying like-minded partners with the same passion for saving lives. By either leveraging our research, development, and commercialization assets or by collaborating with partners to bring our therapies to new parts of the world, we leverage partnerships to pursue our mission of reaching billions more people with critical medicines.

Amgen: Leveraging Our Clinical Development and Commercial Capabilities

In 2019, we entered into a strategic collaboration with Amgen to advance a portfolio of drug candidates from Amgen's innovative oncology pipeline globally. The agreement included facilitating clinical trials in China of the early assets and helping speed up the commercialization of the three later stage assets: XGEVA® (120mg denosumab), a therapy to prevent bone complications; BLINCYTO® (blinatumomab), a treatment for B-cell precursor acute lymphoblastic leukemia; and KYPROLIS® (carfilzomib) for patients with relapsed or refractory multiple myeloma. In China, XGEVA was approved in 2019, BLINCYTO was approved in 2020, and approval for KYPROLIS is expected in 2021. BeiGene's large commercial network in China has launched these two approved therapies and is now distributing XGEVA to patients across China.

Novartis: Leveraging Partner Reach and Scale

In early 2021, BeiGene entered into a collaboration with Novartis for Novartis to develop, manufacture, and commercialize BeiGene's anti-PD-1 antibody, tislelizumab, in North America, Europe, and Japan. Both companies will jointly develop tislelizumab in these licensed countries, with Novartis responsible for regulatory submissions and commercialization upon regulatory approvals. The collaboration is expected to accelerate access to tislelizumab to millions more patients. In addition, both companies may conduct clinical trials globally to explore combinations of tislelizumab with other cancer treatments, allowing both organizations to leverage their drug development pipelines to drive new advances in immuno-oncology combination therapies.

> The potential to provide high-quality, high-value medicines to the people who need them is paramount—whether we are working to expedite clinical development for our partners or bringing later-stage assets to our pipeline.
>
> **John V. Oyler,** Chairman, Co-Founder & CEO

Addressing Rare Diseases

In early 2020, we licensed two medicines from EUSA Pharma: SYLVANT®, a therapy to treat idiopathic multicentric Castleman's disease, and QARZIBA®, an immunotherapy for children with high-risk neuroblastoma. BeiGene is funding and undertaking all clinical development and regulatory submissions for these therapies despite small patient populations in China. In keeping with our mission, we made the important choice to bring these life-changing medications to patients, including children in need.

Patient Assistance Programs

As part of BeiGene's efforts to keep patients at the center of all we do, we are thoughtful and purposeful about the variety of support we provide to both patients and their caregivers. Access and reimbursement are complex, but BeiGene has established meaningful patient support programs, which include reimbursement support and financial assistance for patients prescribed BeiGene medicines.

In China, for instance, we collaborate with charitable foundations, which provide eligible, low-income patients with access to advanced medical treatment. In 2020, we worked with the China Primary Health Care Foundation and Beijing Health Alliance Charitable Foundation to provide tislelizumab and with the VLove Foundation to provide BRUKINSA® at no cost to eligible patients across China.

In the U.S. and Canada, we established a comprehensive patient support program called myBeiGene®, which provides patients with reimbursement and coverage support, copay assistance, and free medicines for eligible patients to support access to BRUKINSA®. We are proud that our financial eligibility criteria are some of the most inclusive in the industry. Beyond reimbursement and financial support, the program also provides dedicated oncology nurse advocates to help guide and educate patients and caregivers throughout the treatment journey. These advocates help direct patients and caregivers to advocacy groups and resources that offer services, such as counseling, support groups, and transportation/lodging assistance.

In 2020, the commercial value of BeiGene's medicines provided to patients at no cost was approximately **$6.5M**.

Product Quality and Safety

We manufacture our medicines and drug candidates internally and with the help of third-party contract manufacturing organizations (CMOs). We follow strict quality control standards in testing, manufacturing, packaging, storage, and distribution of our medicines and are committed to maintaining high standards on safety and product quality.

Quality Systems

We foster a culture of quality and compliance with applicable laws, regulations, and international standards. Our Quality Management System (QMS) covers the full product lifecycle of our medicines, including discovery, R&D, manufacturing, production, testing, inspection, and commercial distribution. Our global internal standards are often stricter than those required by national and industry practice and are optimized and enhanced on an ongoing basis. We also expect our external business partners to demonstrate their alignment with our quality control requirements to achieve patient safety and compliance.

To establish compliance, we conduct regular monitoring, management reviews, and internal and external audits to ensure that our operations, vendor operations, and clinical trial sites comply with relevant procedures and regulations. We also conduct regular risk assessments to identify and devise controls for managing potential risks in our internal manufacturing, CMOs, and throughout our quality system.

We were not aware of any significant adverse events based upon complaints due to the quality of BeiGene medicines in 2020. We also did not initiate any recalls of BeiGene internally developed medicines in 2020. However, on March 25, 2020, the National Medical Products Association in China suspended the importation, sales, and use of ABRAXANE® in China supplied to us by Bristol Myers Squibb (BMS). This suspension was based on inspection findings at BMS's contract manufacturing facility in the U.S. Following additional meetings with the health authorities, BMS initiated a voluntary recall of all existing stock of ABRAXANE® in China. We cooperated with our partners and related authorities on their investigation and efforts to trace product and support recall procedures.

Anti-Counterfeiting Protections

Beyond following stringent quality protocols for the production of our medicines, BeiGene is committed to combating counterfeit medicines that could jeopardize patient safety. We have built a Brand Protection function within our Global Security department that works cross-functionally to develop and implement solutions designed to mitigate risks associated with counterfeiting, diversion, and theft of our medicines. BeiGene has already assessed high-risk issues and implemented several protections, including regional brand integrity investigations, regional online risk monitoring programs, and contractual requirements for third-party vendors to protect our medicines. We are also developing new capabilities to identify and predict illicit trade behaviors and patterns so that appropriate action can be taken early.

Transparency in Stakeholder Interactions

At BeiGene, we want to provide our patients, healthcare providers, and regulators with the information they need to make informed choices regarding our medicines. We strive to be forthright and transparent in our interactions with all stakeholders and make our positions clear on critical issues important to the sector and BeiGene.

Responsible Marketing

Similar to our commitment to conduct ourselves ethically, we employ stringent procedures for the development, review, and approval of all our medicine labels. Our Executive Labeling Committee reviews all new labels or significant labeling changes prior to their submission to a regulatory agency and/or before a product is released for commercialization. Additionally, our Material Review Committee ensures that all external communications are accurate and comply with related regulations. In all markets where we develop or sell our medicines, we strictly abide by regulations governing the labeling and marketing of medicines. Our medicines may be promoted only for their approved indications and for use in accordance with the provisions of the approved label.

Policy Advocacy

BeiGene also regularly engages with policymakers in support of our mission to provide high-quality, affordable medicines to patients. We follow international governance guidelines and country-specific regulations and laws such as the Lobbying Disclosure Act in the U.S., to ensure proper interactions with government officials. In 2020, BeiGene did not make any corporate political donations.

Sharing Research Data

We work to share clinical trial results to facilitate research by other scientists. In the U.S., following approval of a new product or a new indication for an approved product, BeiGene will share study protocols and anonymized patient-level or study-level data with qualified scientific and medical researchers. For all other spontaneous requests to BeiGene, a case-by-case review is conducted by a quorum that decides what action to take.

Intellectual Property Protection

Our commercial success depends on our ability to develop and protect our inventions, proprietary technology, and knowledge. We have filed patent applications and obtained patents in China, the U.S., and other geographies, relating to our medicines, drug candidates, and technologies. Our intellectual properties are critical assets, and we work hard to make sure we are protecting them while expanding access to our medicines through the many avenues described earlier in this chapter.


Boundless
Opportunity

People choose to work at BeiGene because they believe in our mission. They are passionate about medical science and share our sense of urgency because they know that there are many patients who need our help. This commitment to scientific discovery, putting patients first, and making lifesaving medicines affordable and accessible is what makes BeiGene a different kind of biotechnology company. We value our employees' commitment, determination, and drive—and strive to foster a collaborative, inclusive workplace where all employees have the opportunity to grow professionally, have meaningful impact, and build lifelong friendships with colleagues around the world. We're pleased that in 2020, our global turnover rate was 4% lower than the industry average of 20% reported in the Aon Global Healthcare Survey (2020)[9].

Our Workforce	2018	2019	2020
BeiGene Employees	2,070	3,359	5,151
Contingent Workers	145	151	220

Employee Turnover	2018	2019	2020
Total	15%	17%	16%
Female	13%	16%	14%
Male	17%	20%	19%

[9] *2020 Salary Increase and Turnover Study — Second Edition,* Aon, September 2020

Opportunity to Grow

As we rapidly scale our business, we have undertaken concerted efforts to attract talented individuals who share our vision for transforming the sector. We work to create meaningful roles that meet our business needs while providing employees with opportunities to expand their skills and knowledge.

Development Planning

Ultimately, we want every employee, at every level, to learn, develop, and flourish. Once employees are established in their roles, they craft personal development plans in coordination with their managers. The plans include professional development goals and concrete steps toward achieving them, including on-the-job and formal training opportunities. Annually, all employees receive a performance review to reflect on their contributions and achievements and discuss opportunities to continue to develop and grow at BeiGene.

Training

For every role, we work to identify relevant training opportunities that allow employees to advance or hone their knowledge and skills. For many roles, certain trainings on topics like ethics; regulatory compliance; or environmental, health, and safety (EHS), are mandatory. Others are focused on general professional skills, management skills, and job-specific technical skills. Employees work with their managers to select trainings that align with their professional development goals.

For instance, we recently piloted a Manager Foundations course for new managers and will be launching a similar course for senior managers in 2021. Our employees also have the choice to attend external training courses upon their managers' approval. Moreover, we have set up an online learning platform, e-Learning Management System (eLMS), so that employees can learn anytime and anywhere.

In North America and Europe, Middle East, and Africa (EMEA), we have an additional learning and development program called BeiGene University, which was launched in 2018 to provide our employees and managers with the soft skills they need to be successful. Today, BeiGene University offers both classroom style and on-demand courses that can be taken at any time. As of December 31, 2020, BeiGene University offered 23 different courses and held 52 total sessions.

Talent Acceleration Program

We work hard to ensure our employees are constantly growing and provide high-performing individuals a pathway to advance in their careers within the company. We conduct annual talent reviews to assess our current talent pipeline and identify the high-performing, high-potential top 1% of the workforce for our talent acceleration program. These individuals are provided with additional mentoring and support. Our end goal is to develop, engage, and retain our top talent by including some of them in succession plans for senior leadership roles.

Be BeiGene

On-boarding begins with *Be BeiGene,* an in-depth orientation where company leaders share the company's vision, mission, values, and business strategy. This forum, launched in 2019, helps new hires better understand our business and corporate culture, and provides valuable time to interact with and learn from company leaders. This training has been so popular that we launched *Be Inspired,* a similar version for employees that joined the company prior to 2019, so they too can hear first-hand from company leaders.

Introduction to Mandarin

While many of our Chinese colleagues are fluent in English, few of our North American and EMEA colleagues are fluent in Mandarin. To bridge this communication divide and create a deeper cultural connection, BeiGene launched *Introduction to Mandarin* for North American employees in 2019. This course, which covers basic conversational Mandarin, is taught by a native Mandarin speaker.

Employee Well-Being

Well-being is multi-faceted—it includes financial security, physical health and safety, and social and emotional welfare. We know our employees work hard to help BeiGene succeed, and in turn, we work to provide compensation and benefits programs that provide financial rewards and support their overall well-being. We also regularly seek their feedback to learn where we are excelling and where we are falling short, so that we can better support their needs.

Compensation and Benefits

We offer our employees competitive compensation and benefits packages tailored to the region of the world where they work. Our total rewards structure includes a competitive base salary and annual performance incentives, generous equity grants (or cash grants for the small number of roles that are not eligible for equity), comprehensive healthcare coverage, paid time off, and other benefits tailored to meet the needs of specific markets.

In North America, Europe, Middle East, and Africa (EMEA), we offer medical, dental, vision, and life insurance; fertility/adoption services; family support services; and a 401(k) retirement plan or pension. In the U.S., we also contribute 50% of the deductible toward a Health Savings Account with our high-deductible medical plan option. For new parents, BeiGene offers 12 weeks of parental leave at full pay for U.S. employees in addition to state paid leave programs and disability programs. In 2020, 30 U.S.-based employees utilized the BeiGene parental leave program. In Australia, BeiGene offers 12 weeks of fully paid maternal leave on top of the state standard of 18 weeks of leave paid at state-fixed minimum wage as well as two weeks for paternity leave. In 2020, two females and one male employee in Australia went on parental leave. In Europe, we follow country-specific parental leave guidelines.

In China, we provide public healthcare insurance and commercial insurance to all full-time employees. For public insurance, BeiGene contributes to the employee's fund. Additionally, our comprehensive commercial plan covers medical in-patient and out-patient reimbursement on top of a public insurance deduction, life insurance, fertility/adoption services, and travel insurance, among others.

For new parents in China, we follow state regulations, which include 98 days of fully paid maternity leave. Our paternity leave in China includes between 3-15 days of paid leave according to the province's respective programs. In 2020, 68 female and 35 male employees in China utilized our parental leave benefit.

Beyond these benefits, for high-performing, high-potential employees, we offer additional incentives. For instance, through our Key Contributor Program, employees are eligible to receive up to 100% additional annual bonus and/or annual stock awards for making contributions that are business critical to the success of BeiGene. In addition, for unique one-off, business-critical situations, we have a program where the CEO has the ability to give an equity grant to high performing, high-potential talent.

In 2020, our median employee compensation was US$77,200, including annual base pay, annual target cash incentive opportunity, and grant date fair value of equity awards granted in the same year. Our CEO Pay Ratio for 2020 was approximately 187:1[10].

Employee Health and Safety

We are committed to protecting the health and safety of our employees. We maintain a robust EHS program to ensure the safety of our workforce in laboratory, clinical trial, manufacturing, and office settings. In 2020, EHS focused largely on implementing safety precautions related to COVID-19 and accounting for the safety of our colleagues that may have been impacted by natural disasters, travel disruptions, or civil strife.

In addition, we implemented a Global Travel Safety program in 2020 that provided enhanced medical, safety, and security resources no matter where employees ventured. Coupled with that, BeiGene began a monthly Safety and Security Awareness campaign. This included targeted safety communications and supplying water decontamination equipment to those affected by natural disasters, including flooding in Texas, U.S., as well as hurricanes and wildfires, and extra personal protective equipment (PPE) to those affected by wildfires in California, U.S. BeiGene Workplace Services also installed automatic external defibrillators and developed site emergency procedures for offices that did not have them.

Our COVID-19 Response

As the COVID-19 pandemic unfolded in late 2019, we launched a global team to develop safety protocols and ensure a coordinated response. This included a work-from-home mandate for many employees as well as organizing work with fewer people on site in our manufacturing and R&D facilities. We also instituted new protocols, including social distancing guidelines, additional PPE, new deep cleaning and sanitation procedures, health screens, temperature checks, and contact tracing for those who did return to work. We are pleased to report that we did not have any positive cases in our offices nor in our manufacturing and R&D facilities in 2020.

[10] More information is available in BeiGene's 2021 Proxy Statement.

Engaging Our Employees

We pride ourselves on being a "flat" organization where we welcome ideas from individuals at all levels. We encourage employees to ask questions and provide feedback through direct conversations with their managers or other leaders in the company, even if it is outside of their function. We also provide formal channels to proactively hear from employees, including town halls; employee focus groups on critical initiatives such as our culture framework; and diversity, equity, and inclusion (DE&I) efforts; and our annual employee engagement survey.

We began conducting an annual employee engagement survey in 2019 and were pleased to find that 80% of our employees felt engaged at BeiGene, just one percentage point short of leaders in the sector. Employees were especially aligned around BeiGene's mission and patient focus.

The survey did, at the same time, reveal a few weaknesses in the areas of decision-making, work processes, and work-life balance. With the company growing rapidly, we realized that we needed to implement a more streamlined decision-making framework along with additional processes that could better support our people as we mature and grow in scale.

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Accordingly, the company initiated a program called BeiGene 2.0. Led by the Business Transformation team, BeiGene 2.0 is focused on enhancing business and leadership capabilities across functions and regions to support strategic imperatives and company growth. Part of this work has been to realign roles to better support effective and efficient decision-making and formalize processes to better manage complex functions and initiatives.

And we are already seeing the results: in 2020, even with the added complications from the COVID-19 pandemic, employee engagement scores remained high, with 79% overall engagement. More importantly, decision-making and work processes both improved by two percent and three percent, respectively. Work-life balance, however, declined by four percent, in part due to increased pressures on employees as they worked to manage disruptions caused by COVID-19 both at work and at home. Recognizing the importance of work-life balance to employee well-being, BeiGene plans to launch a new initiative focused on both short-term tangible solutions to improve work-life balance and long-term tools and strategies in 2021.

2020 ANNUAL EMPLOYEE SURVEY

A Culture of Belonging

As a global company that has no borders, we know that the sharing of diverse ideas and perspectives spurs greater innovation and enhances our ability to deliver results. Our culture celebrates and encourages the voices of all our employees and promotes a respectful, collaborative environment. As we grow in headcount and market presence, we are committed to cultivating an inclusive culture to build a truly global organization.

With the events regarding racial injustice and inequity that unfolded in the U.S. over the last year, we have recommitted to providing equal opportunities for everyone and to stand against systemic racism. We prohibit discrimination or harassment in the workplace on the grounds of gender, ethnicity, race, disability, age, religious belief, sexual orientation, nationality, or family status. We also recognized the need to formalize our DE&I efforts. Starting in the U.S., we formed BeiGene's Inclusion, Diversity, Equity, and Awareness (IDEA) Council to foster a workplace that supports these values and reflects the diverse communities of patients that we serve. In future years, we will work to expand this initiative to other regions.

The IDEA Council includes 16 members from our U.S. team representing a range of ethnicities, genders and identities, ages, functions, and roles. Our SVP for Medical Affairs and New Markets and VP for Global Workplace Services are active members of the Council. Our VP for HR, Chief of Staff of the CEO and SVP, Business Operations, and Chief Commercial Officer, North America and Europe are all sponsors.

The Council began by conducting a listening tour, which included 48 interviews and 10 focus groups, to better understand organizational needs. The results were used to create a mission statement, a roadmap, and an action plan. To implement the roadmap, the Council established four subcommittees:

- Executive and Leader Culture;
- Recruitment and Retention;
- Learning and Development; and
- Communications.

For instance, the Learning and Development Subcommittee hosts monthly Coffee and Conversations sessions facilitated by members of the IDEA Council and various subject matter experts, to raise awareness and educate our employees on various issues in a fun and informal way. The objective of these monthly 60-minute sessions is to give employees an opportunity to learn about, discuss, and build a more inclusive environment. In the second half of 2021, the Learning and Development Subcommittee will launch foundational trainings, Everyday Inclusion and Allyship, to raise awareness of unconscious biases and provide ways for employees to serve as allies for diverse populations across BeiGene.

BeiGene CEO Signs the MassBio CEO Pledge

In 2020, BeiGene CEO John V. Oyler signed The CEO Pledge for a More Equitable and Inclusive Life Sciences Industry, along with over 160 industry CEOs. The pledge recognizes that racial inequity exists in our industry and in our companies, and that we must take responsibility to fix that through comprehensive equity, diversity, and inclusion initiatives that are broad in scope, specific in action, and measurable in results.

Recognizing that there is no one-size-fits-all solution for companies, the CEOs who signed the pledge commit to addressing six areas through quantifiable actions including: culture; recruitment; retention; development; accountability and sustainability; and supplier diversity.

MassBio
Massachusetts Biotechnology Council

Employee Diversity (Gender)	2018	2019	2020
Female (%)	60%	59%	59%
Male (%)	40%	41%	41%
% Female (Director and above)	53%	48%	51%

Employee Diversity (Age)	2018	2019	2020
30 and under (%)	29%	29%	34%
31-50 (%)	65%	64%	60%
51-65 (%)	5%	7%	6%
65 and above (%)	1%	<1%	<1%

Diversity by Ethnicity (U.S. only)	2018	2019	2020
% Black, Indigenous, and People of Color (BIPOC)	4%	4%	4%
% BIPOC (Director and above)	2%	2%	3%

Doing Our Part

At BeiGene, we are steadfast in our commitment to operate our business responsibly and sustainably. This includes conducting our business ethically and with integrity, being good stewards of the environment, and sourcing from partners that share our commitment to social and environmental responsibility. It also includes giving back to others. We actively support our patient communities by funding prevention research, disease education programs, and health education. During the COVID-19 pandemic, we also came together as a company to support frontline medical workers with critical supplies and funds.

Guided by Our Values

Our values guide our behaviors as individuals and as a company. In 2021, we refined our values to four that encapsulate what it means to be a part of BeiGene.

Operating with Integrity

At BeiGene, good governance begins with our Code of Conduct, which guides our daily interactions with one another and all of our stakeholders—from our patients and their doctors to government regulators and our collaboration partners. We pursue our business objectives with integrity and respect, and in compliance with applicable laws and regulations. We continually promote a culture of compliance and ethical operations through new hire and regular trainings and maintain robust monitoring and reporting systems. Each year, employees are asked to certify that they understand and will comply with the Code of Conduct via the eLMS.

BeiGene takes a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly, and with integrity in all our business dealings and relationships. We assign a combination of electronic learning (e-Learning) modules and live trainings on Anti-Bribery and Corruption Policy topics. Global e-Learning modules are incorporated into an annual curriculum at least every other year. Live trainings are conducted based on role. For sales personnel, for instance, we have separate ethical marketing training programs, including quarterly tests, to ensure they understand relevant policies and regulations. In 2021, we rolled out a new Anti-Bribery and Corruption Policy and corresponding training, which all employees are required to take annually.

We promote an open-door policy and encourage our employees to ask questions or raise concerns without hesitation or fear of retaliation. If individuals are not comfortable reporting issues of concern directly to management, they may file complaints via our compliance hotline or web portal, available 24 hours a day, 365 days a year, in multiple languages. BeiGene prohibits retaliation, harassment, or other adverse action against someone who files a complaint; assists with or participates in an investigation; opposes harassment; or otherwise exercises rights protected by applicable laws. Avenues for raising complaints are discussed during new hire and other ethics trainings as well as in our Code of Conduct and Harassment, Discrimination, & Retaliation Policy. All reports are investigated thoroughly and independently by designated compliance personnel and appropriate disciplinary or preventative actions are taken to address any findings.

ESG Governance

BeiGene's executive leadership team is responsible for implementing the company's mission and vision and overseeing its ESG performance. The Vice President of Corporate Affairs guides ESG strategy development and oversees its implementation across different functions throughout the company. In 2021, BeiGene will undertake a strategic review of its ESG performance. We will report the results of that review in our next ESG report.

BeiGene's leadership team reports on the company's ESG management approach and performance to the Board of Directors. Our Board of Directors is elected and committed to representing all stakeholders' interests and guiding management of the company towards its mission. The Board operates with responsibility and independence from BeiGene. Our Board is composed of nine independent members and 11 members total. Of these, one is female.

Environmental Stewardship

The health of our planet and the health of humankind are intrinsically connected. Polluted air, water, and soil is increasingly linked to a number of diseases, including cancer. As a company working to find a cure for cancer and other life-threatening diseases, we are diligent in our efforts to comply with all environmental laws and regulations while reducing our impact.

Our Manufacturing Footprint

BeiGene operates manufacturing facilities for small molecule medicines and large molecule biologics in Suzhou and Guangzhou, China, respectively, to support the commercialization and potential future demand of our internally developed medicines. In the near future, we expect to develop a new manufacturing facility in the U.S.

SUZHOU

- Over 13,000 square meters
- Includes manufacturing base for small molecule medicines
- Produces commercial medicines and biologics candidates for clinical supply
- Produces 100 million tablets annually
- Serves as a test facility for biologics production with 500 liters capacity

GUANGZHOU

- Approximately 158,000 square-meter, state-of-the-art, commercial-scale manufacturing facility for the manufacturing of large molecule biologics
- 8,000 liters of capacity approved for commercial production with 54,000 liters in place and expansion of the facility to 64,000 liters under way
- Production capacity expected to expand to exceed 120,000 liters and up to 200,000 liters in the future

BEIJING

- Pilot-scale (approximately 140 square meter) manufacturing capabilities located in our research facility
- Produces preclinical and clinical trial materials for some of our small molecule drug candidates

Operational Efficiency

As we scale our production capacity, we understand the importance of designing our facilities and manufacturing processes to be as efficient as possible. In our state-of-the-art manufacturing facilities in Suzhou and Guangzhou, we utilize a comprehensive environmental management system aligned with ISO 14001 standards, allowing us to track and improve environmental performance across our research and manufacturing operations.

Across our manufacturing footprint, we have undertaken a number of upgrades to improve efficiency. For example, in 2019 at our Suzhou plant we introduced:

- A centrifugal variable frequency chiller that automatically adjusts load to meet operational requirements, resulting in a roughly 10% energy savings;
- An upgraded condensate water cooling control system, saving around 3,500 tonnes of water per year; and
- The reuse of purified run-off drainage as cooling water in lieu of municipal water for the cooling condensate system, saving about 17,000 tonnes of water per year.

In 2020, we upgraded to a more efficient steam trap, saving about 800 tonnes of steam per year and re-classified wasted print packing material to non-hazardous waste.

In the Guangzhou plant, we cut the production time of a batch of biologics from seven to four days while doubling yields from each batch. In addition to increasing production capacity, these changes are estimated to have reduced water use and waste generation by more than 50% annually. We are also building a high-density warehouse with two-and-a half times the storage capacity of our previous warehouse, reducing electricity costs for temperature control by about 55%.

In our Guangzhou, China plant, **we have cut the production time of a batch of biologics from seven to four days** while doubling yields from each batch, greatly saving on energy and water use.

Outside of China, where our offices remained closed for the majority of 2020 due to COVID-19, we moderated building temperatures to use less energy. When staff were in the office, we encouraged them to participate in environmentally responsible behaviors like taking public transport and recycling.

Our Environmental Performance

As our company grows, we are investing in new manufacturing facilities to meet anticipated demand. In 2020, energy use, greenhouse gas emissions, water consumption, and waste increased due to the construction of our Guangzhou plant.

ENERGY USE
(FY 2018 – FY 2020) (MWH)

KPIs	2018	2019	2020
Total energy consumption	10,917	16,161	63,392
Direct energy consumption	2,682	2,646	2,439
Natural gas	2,682	2,646	2,439
Indirect energy consumption	8,234	13,514	60,953
Electricity	8,234	13,452	31,287
Steam	N/A	62	29,666
Total energy consumption per unit of operating income (MWh/US$10,000)	0.08	0.38	2.05

WATER USE
(FY 2018 – FY 2020) (TONNES)*

KPIs	2018	2019	2020
Total water consumption	N/A	145,495	319,979
Production water consumption	79,122	132,074	295,957
Office water consumption	N/A	13,421	24,021
Recycled water	N/A	3,458	2,912
Wastewater	7,118	51,939	52,481
COD	3.56	3.68	5.57
Ammonia nitrogen	0.06	0.55	0.42
Water consumption per unit of operating income (tonnes/US$10,000)	0.58	3.40	10.36
Wastewater per unit of operating income (tonnes/US$10,000)	N/A	1.21	1.70

** Water Use does not include the Cambridge office.*

GREENHOUSE GAS EMISSIONS
(FY 2018 – FY 2020) (TONNES CO_2e)

KPIs	2018	2019	2020
Total GHG emissions (Scope 1 and 2)	6,464	9,023	27,623
Direct GHG emissions (Scope 1)	535	535	493
Natural gas	535	535	493
Indirect GHG emissions (Scope 2)	5,929	8,488	27,130
Electricity	5,929	8,468	17,583
Steam	N/A	20	9,547
Total GHG emissions per unit of operating income (tonnes/$10,000)	0.05	0.21	0.89

WASTE
(FY 2018 – FY 2020) (TONNES)

KPIs	2018	2019	2020
Hazardous waste	142	146	210
Non-hazardous waste	48	307	672
Hazardous waste per unit of operating income (tonnes/US$10,000)	0.001	0.003	0.007
Non-hazardous waste per unit of operating income (tonnes/US$10,000)	0.00	0.007	0.022

OTHER AIR EMISSIONS
(FY 2018 – FY 2020) (TONNES)*

KPIs	2018	2019	2020
SO_2 emissions	0.03	0.03	0.08
NO_x emissions	0.48	0.32	1.23
VOC emission	N/A	0.03	0.17

** NO_x emissions and SO_2 emissions are generated by natural gas consumption in the Beijing R&D center, and the Suzhou and Guangzhou plants. VOC emissions mainly include non-methane hydrocarbons generated by VOC solvents used in the Beijing and Shanghai R&D centers, and the Suzhou and Guangzhou plants.*

PACKAGING USE
(FY 2018 – FY 2020) (TONNES)

KPIs	2018	2019	2020
Total packaging material used for finished products	N/A	3.67	2.55
Packaging material used per unit of product (tonnes/1,000,000 capsules)	N/A	1.39	0.27

Note: Unless otherwise specified, the environmental data covers the major operations of BeiGene, including our Beijing and Shanghai R&D centers, Suzhou and Guangzhou manufacturing facilities, all office buildings located in China, and the Cambridge office in the United States for the period from January 1, 2020 to December 31, 2020. Our Shanghai R&D center was put into service on November 20, 2020, so its data only covers the period from November to December 2020. Our operations in relation to our offices in other countries are not included due to their relatively small environmental footprint.

Responsible Sourcing

We seek out vendors who share our commitment to high-quality medicines and responsible operations. Our Supplier Code of Conduct lays out our expectations related to good governance, labor practices, EHS, and transparency. Due diligence is conducted periodically for selected suppliers.

For suppliers with higher environmental and social risks, such as engineering and construction suppliers, we have additional stringent requirements for management of those risks. For example, our contracts with engineering suppliers specify that they are obliged to minimize the adverse impacts of their operations on the environment.

In addition, we give preference to environmentally responsible suppliers during the selection process to encourage them to use lower impact production methods, packaging, and logistics networks.

Community

In addition to directly supporting patients through the delivery of cutting-edge therapies, BeiGene strives to support our communities through research, education, and sponsorships. We also support philanthropic organizations in the communities where we have large offices or manufacturing facilities.

Giving Back

BeiGene supports patient advocacy organizations, charitable foundations, and hospitals through cash and in-kind donations. In 2020, BeiGene provided $800,000 to a number of organizations to support cancer prevention research, disease education programs, and health education. This included a grant of $100,000 to the Leukemia and Lymphoma Society as well as $100,000 to the International Waldenström's Macroglobulinemia Foundation. We also participate in, and sponsor, many pharmaceutical academic conferences and industry association forums to promote scientific exchanges to further advances in medicine and healthcare.

COVID-19 Response

During the COVID-19 pandemic, we launched a charitable initiative called BeGenerous coordinated by our COVID-19 task force, to procure and donate PPE to hospitals around the world, and provide other charitable support. BeiGene was one of the first companies to deliver PPE and supplies to doctors and hospitals on the frontlines in Wuhan and Hubei Province, China. We also helped secure PPE for distribution to hospitals in the U.S., while our employees globally, including in Europe and Australia, engaged in active donations of medical supplies and other support in their communities. In total, we contributed more than $670,000 toward COVID-19 efforts in 2020.

Providing PPE to Frontline Medical Workers in Wuhan

In early 2020, BeiGene learned about a shortage of PPE facing frontline medical workers fighting the COVID-19 outbreak in Wuhan. At that time, BeiGene was commissioning its newest plant in Guangzhou using the same PPE that was in short supply in Wuhan. The plant manager made the decision to send the PPE to help the medical workers, making BeiGene one of the first companies to send PPE to support frontline medical workers in the region. In total, we shipped over $170,000 in PPE to local hospitals followed by additional PPE to various hospitals in the Hubei province. **The donation allowed doctors to safely treat patients both in the hospital and through home visits.**

Inspired by this initiative in China, BeiGene created a company-wide initiative to raise funds to support COVID-19 response by hospitals around the world. These donations were valued at over $500,000.

BeiGene

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