Sustainability declaration

SIS/TS 2:2025, Corporate social responsibility of organisations - Maximising the contribution to sustainable development – Sustainability declaration

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This sustainability report follows the ISO 26000:2025 standard and provides guidance for organisations to work on Corporate Social Responsibility (CSR) in order to maximise their contribution to sustainable development.

An important component of this work is credible communication of CSR with the stakeholders. SIS/TS 2:2025, Corporate social responsibility of organisations - Maximising the contribution to sustainable development – Sustainability declaration specifies open corporate social responsibility questions that an organisation answers and makes publicly available.

The requirements and questions in this sustainability declaration have been designed so that an organization using the document demonstrates that it has used the guidelines in SS-EN ISO 26000:2025. It has been designed to strengthen organization's social responsibility, prioritise the core subjects in SS-EN ISO 26000:2025, maximize its contribution to the Sustainable Development Goals and describe the process.

This document is written so that its verification programme meets the requirements of SS-EN ISO/IEC 17029. Verify Agency has been accredited by SWEDAC, Sweden's national accreditation body, to conduct the verification of this sustainability declaration.

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5.1 Organization's assumptions and strategy

Organization's assumptions and strategy

The answers to the questions in this area should highlight the organization's fundamental assumptions, business model, actions, and materiality assessment in order to provide the reader with a good understanding of the starting point for the declaring organization's sustainability work.

Question 1

No changes since last year

What is the main purpose of this sustainability declaration? Several purposes can be stated. Voluntary commitments in relation to legislation can be mentioned.

The main purpose of BioInvent's sustainability declaration is to communicate how the company integrates sustainability into its strategy, governance, and day-to-day operations, and to provide transparent disclosure of its environmental, social, and governance (ESG) performance.

In addition, the declaration explicitly incorporates VSME reporting (Basic Module and Comprehensive Module) to deliver structured, auditable sustainability data and disclosures. This includes the areas covered under the VSME framework (governance, risks, workforce, environment, and related performance). The VSME alignment is supported by BioInvent's ISO 26000 verification, Nasdaq ESG Transparency Partner status, and alignment with Agenda 2030 goals.

The declaration also applies a Double Materiality Assessment (DMA) approach, considering both: 1) material impacts on BioInvent (financial, operational, and governance risks and opportunities) and 2) material impacts of BioInvent's activities on stakeholders and the environment.

The DMA is reflected in the stakeholder-focused, impact-driven materiality considerations across environmental, social, and governance topics (e.g., patient safety, data privacy, cyber security, energy use and climate, waste, circular economy, labor practices, and human rights).

BioInvent has voluntary commitments related to legislation, together with ongoing governance, risk management, and performance disclosure for stakeholders. These combined elements support informed decision-making, external assurance, and continuous improvement in BioInvent's sustainability journey.

Question 2

If the organization, according to legal requirements or voluntarily, makes a commitment to use this sustainability declaration in order to meet specific applicable requirements under the law, what level of applicable requirements does the organization intend to comply with?

BioInvent voluntarily commits to using the VSME Basic Module and the VSME Comprehensive Module as the framework for its sustainability declaration. By adhering to these modules, the organization ensures it meets the reporting expectations relevant to its operations, including compliance with the Swedish Environmental Code, the Waste Ordinance, and the Ordinance on Operator's Self-Control. This reporting level validates the company's adherence to its environmental permit (2000-04-20), BAT/CWW/WGC requirements, and REACH chemical management obligations, as confirmed by regulatory inspections.

Question 3

Which parts of the organization, organizational units, or groups of people are covered by the self-declaration? Why have any limitations been made?

BioInvent's self-declaration covers the entire BioInvent organization as a legal entity and all persons who work for or under the control of BioInvent. This includes the full range of BioInvent's internal operations and the people who are directly employed by BioInvent or operate under its direction, such as employees, contractors, and consultants who perform work at BioInvent facilities or on BioInvent projects.

Question 4

No changes since last year

What is the organization's business or operational model and its areas of activity (processes)? What is the size, number of employees, and geographical location of the organization?

BioInvent operates a closely integrated, fully in-house and partner-enabled business model in clinical-stage cancer immunotherapy. The company aims to translate its two core immunomodulatory antibody platforms into first-in-class therapies through a combination of internal development and strategic partnerships, supported by in-house manufacturing and a strong partnering program.

What the business/operating model looks like:
- Integrated company with end-to-end capability: discovery, preclinical development, clinical development, and internal manufacturing are all housed under BioInvent's umbrella. This enables rapid progression of candidates from discovery to clinical testing and provides flexibility to conduct early development in-house while partnering later-stage development and commercialization to external partners when appropriate.
- Proprietary platforms driving a broad pipeline: BioInvent leverages its in-house platforms, F.I.R.S.T™ (screening/antibody discovery) and n-CoDeR® (antibody library), to identify targets and generate antibody assets for cancer therapy. This supports a portfolio of multiple programs across discovery, preclinical, and clinical stages.
- Two-pronged business model: (1) internal clinical development and (2) external partnering/licensing. The company advances several programs itself while licensing/ adapting others through collaborations, milestone-based payments, and royalties. Revenue is also earned from technology licenses and contract development/manufacturing services.
- In-house GMP manufacturing and external collaboration: BioInvent Manufacturing provides cGMP production for clinical studies (and external clients) using single-use technology, enabling faster development timelines and potential external revenue streams. Partnerships with large pharma support development, supply of investigational products, and joint programs.

Organizational processes (operating areas or processes):
- Discovery and target identification: Involves target discovery and MoA characterization using BioInvent's proprietary platforms and human tumor materials to identify novel targets and antibodies.
- Preclinical development: In vitro/in vivo characterization, lead optimization, and translational studies to prepare candidates for clinical testing.
- Clinical development (BioInvent-led programs): Management of six clinical programs (and coordination of external programs) across solid tumors and hematologic cancers, including dose escalation, safety/pharmacology assessments, and trial management.
- Manufacturing (BioInvent Manufacturing): In-house production of antibody drug substances (cell culture, purification, formulation) with cGMP controls, quality assurance (QA) and quality control (QC), and process development; scalable production using single-use technology.

- Partnering and licensing: Strategic alliances, delivery/compartmentalized collaboration agreements, milestone payments, royalties, and shared development responsibilities.
- Intellectual property and regulatory: Ongoing IP protection, regulatory strategy, and governance to support ongoing development and potential market approvals.

Size, employees and geographical placement:
- Size and workforce: The FTE (Full-Time Equivalent) figure for 2025 is not yet available as it is scheduled for calculation during the first quarter of 2026. However, as of December 31, BioInvent had 126 employees, 95 of whom were dedicated to R&D. The company emphasizes a highly educated workforce.
- Location and premises: BioInvent is registered in Sweden and headquartered in Lund, Sweden, with premises at Ideongatan 1, Lund. The core manufacturing and operations are based in Lund with additional production facilities described in the annual report.
- Geography of operations and customers: BioInvents operation is in Sweden. Clinical development is conducted across Europe and the US; partnerships with global players are in place.
- Corporate and shareholder context: BioInvent has thousands of shareholders; as of 31 December 2024, the group reported 9,713 shareholders. The organization is Swedish-registered and led from Lund, with an international development and collaboration footprint.

Question 5

What certifications, tools, or guidelines that support work with social responsibility and sustainable development does the organization use?

Beside SS-EN ISO 26000:2021, BioInvent relies on several additional certifications, tools and guidelines to underpin its CSR and sustainability work, now including explicit support for VSME reporting and the double materiality principle:

- VSME Basic Module and VSME Comprehensive Module: BioInvent reports using the VSME framework (both Basic and Comprehensive modules) to structure sustainability disclosures, governance, risk management and integration with strategy. See the VSME reference in the sustainability documentation.
  - This structure underpins governance, risk management and sustainability integration across the business, and is presented as part of BioInvent's consolidated ESG disclosures.

- Nasdaq Transparency Partner: BioInvent participates in Nasdaq's Transparency Partner program to publish and share ESG data with investors and stakeholders. This supports transparent sustainability reporting and stakeholder communication.

- Double materiality principle (CSRD): BioInvent applies the double materiality concept required by CSRD/ESRS, addressing both (i) the company's impact on people and the environment and (ii) the business and financial implications of sustainability-related topics for the company. The VSME-based disclosures are used to present this materiality information in a structured way. This approach aligns with CSRD expectations and the organization's broader governance framework.

- UN SDGs alignment with specific targets: BioInvent identifies and plans around four SDGs (SDG 3 – Good health and well-being; SDG 9 – Industry, innovation and infrastructure; SDG 10 – Reduced inequalities; SDG 17 – Partnerships for the goals) and associated sub-targets.

- UNESCO Bioethics and Human Rights Policy: BioInvent adopts a Bioethics Policy aligned with UNESCO's Universal Declaration of Human Rights and related instruments, guiding ethical considerations in R&D and business practices.

- Bioethics and related governance policies: The Code of Conduct and Bioethics Policy, together with supporting policies (Trade Sanctions Policy, Insider Policy, Anti-Bribery, Diversity and Equality, Work Environment, Whistleblowing, etc.), provide the ethical and governance framework for responsible business conduct.

- Trade sanctions policy: BioInvent has a Trade Sanctions Policy to ensure compliance with export/import controls and sanctions laws as part of responsible operations.

- Governance and sustainability integration: The ESG working group and board-level oversight (and related governance disclosures) reflect how sustainability is integrated into strategy, planning and reporting, supported by internal policies and training mechanisms.

Question 6

No changes since last year

What does the organization's value chain look like forward and backward, including markets and customer groups, supplier chain with geographical distribution and number of levels of subcontractors?

BioInvent operates a highly integrated value chain that covers upstream discovery through downstream development, manufacturing, and partnering, with a clear emphasis on immuno-oncology and first-in-class antibody programs. The value chain is both internally controlled and externally complemented by a network of collaborations, contract services, and licensing agreements. Key elements are:

Upstream value chain and markets
- Upstream actors and inputs: BioInvent collaborates with universities, hospitals and clinical centers for access to human tumor tissue, patient materials, and translational data, as well as with external CROs and other suppliers to enable discovery and preclinical activities. This is reflected in the Value Chain model (Upstream: Technology platform, Discovery, Pre-clinical: material & chemicals) and the note that BioInvent relies on CROs/ suppliers as part of its upstream ecosystem.

Own Operations
- Internal discovery and platform advantage: The company uses its F.I.R.S.T™ platform and n-CoDeR® antibody library to identify targets and generate antibodies, with in vitro and in vivo characterisation to select candidates for preclinical development.

- Internal manufacturing capability: BioInvent Manufacturing provides cGMP production of antibody drug substances (drug substance) in scales from 40 L to 1,000 L using single-use technology, enabling rapid translation from discovery to clinical supply. This internal capability helps manage supply risk and supports collaboration with external partners.

- Geographic and supplier footprint (upstream): The upstream network is global in scope, involving international universities, hospitals and CROs as well as external material suppliers. Sourcing footprint includes Europe, US and other regions via collaborative and contract arrangements documented in licensing and partnering agreements.

Downstream value chain and markets
- Downstream actors and routes to customers: Downstream includes clinics and regulatory agencies that govern trial approvals, as well as distributors/partners that bring products to market via licensing or collaborative agreements. The company's value chain explicitly includes CROs and external partners in development and trials, which then feed into regulatory submissions and potential commercialization through licensing partners.

- Operations and business model: BioInvent commercializes primarily through licensing and milestone revenue from its own programs and through contract manufacturing for external customers.

- Markets and customer groups: BioInvent targets global pharma/biotech partners, as well as academic/LLS-supported programs.

- Markets and end users: BioInvent's customers are primarily pharma/biotech partners and licensing customers, while end-user patients benefit from the therapies under development through these collaborations.

Geographic spread and subcontractor levels
- Geographic spread: Revenue and activity are distributed globally, with a strong U.S. footprint and significant European activity; CASI leads BioInvent's China-focused development/licensing efforts for licensing efforts for BI-1206. Manufacturing is centralized in Lund, Sweden, with overseas clinical activities and trials conducted across Europe and the U.S., consistent with the licensing and collaboration agreements.

- Levels of subcontractors: BioInvent's value chain includes at least two levels of external subcontractors beyond BioInvent itself:
  1) External CROs and trial/translation collaborators for preclinical and clinical work, as part of Upstream activities.
  2) Contract manufacturing/CMOs via BioInvent Manufacturing (and external CMOs as needed) for GMP production of antibody drug substances.

Question 7

In what way does the organization align its work according to the seven principles of SS-EN ISO 26000:2021? The principles are accountability, transparency, ethical behavior, respect for stakeholder interests, respect for the rule of law, respect for international norms of behavior, and respect for human rights.

BioInvent demonstrates alignment with SS-EN ISO 26000:2021 by integrating the seven principles into its governance, policies and daily operations. Key practices across the principles are described below.

1) Accountability (responsibility and ownership)
- BioInvent has a formal Code of Conduct that all employees sign via a digital platform. Deviations are reported and handled in daily operations through the line management or HR, and the company employs a whistleblowing channel for significant concerns. Non-compliance can lead to disciplinary action, including termination of employment. The governance framework includes an ESG/Working Group and defined management responsibilities (board and executives are responsible for accountability across the organization).
- The organization's whistleblowing framework and escalation paths are documented and operated by the dedicated Whistleblowing Committee. This provides an independent channel for reporting and follow-up.
- These elements are described in BioInvent's governance and code-of-conduct documentation, including leadership representation and formal controls in the annual report and governance notes.

2) Transparency (openness in communication and decision-making)
- BioInvent emphasizes open communication with employees, customers, investors, and the public, as stated in the Code of Conduct. Public disclosures, investor communications, and sustainability reporting are part of ongoing transparency efforts, including collaboration with Nasdaq Transparency Partner and public reporting in the sustainability disclosures.
- The self-declaration and sustainability documentation describe transparent stakeholder engagement and public reporting practices. BioInvent's ISO 26000 verification further supports credible, externally verifiable transparency in how the company operates.

3) Ethical conduct (ethics and integrity)
- BioInvent states a strong commitment to ethics in all business, including honesty and integrity in business dealings and requiring partners to adhere to ethical standards aligned with BioInvent's Code of Conduct. The UNESCO Bioethics and Human Rights framework is acknowledged, and BioInvent has implemented a Bioethics Policy to guide ethical implications of research and development.
- The company's policies cover anti-bribery and other integrity-related controls, and ethics are embedded in vendor and partner selection, with expectations that partners meet comparable ethical standards, these expectations are mentioned in the Code of Conduct.

4) Respect for stakeholders' interests (considering stakeholder needs and expectations)
- BioInvent lists key stakeholder groups (including patients, investors, employees, regulators, partners) and describes ongoing open dialogue and engagement practices. The organization reports stakeholder engagement in its sustainability/self-declaration materials and maintains channels for stakeholder input (investors, employees, patients, partners).
- The company has conducted stakeholder workshops and maintains formal mechanisms for stakeholder communications (e.g., investor relations communications, patient/regulatory engagement). Stakeholder prioritization is documented, and engagement is planned and reviewed regularly.

Evidence references: Self-declaration materials outlining stakeholder groups and engagement; workshop-based stakeholder analysis; investor relations communications references.

5) Respect for the rule of law (compliance with laws and regulations)
- BioInvent commits to comply with applicable laws, regulations, and guidelines, including export/import controls and trade sanctions, supported by a Trade Sanctions Policy. Employees are advised to seek appropriate legal guidance when needed.
- The governance and Code of Conduct emphasize adherence to legal and regulatory requirements, with reporting channels for potential breaches and a clear accountability framework for compliance.

6) Respect for international norms of conduct (international norms and standards)
- BioInvent explicitly acknowledges UNESCO's bioethics and human rights principles and has incorporated these into its Bioethics Policy. This demonstrates alignment with international norms for conduct, including responsible research and treatment development.

7) Respect for human rights (upholding human rights in operations and supply chain)
- BioInvent supports and respects fundamental human rights, commits to not violating the Universal Declaration of Human Rights and related international covenants, and actively seeks to identify and address potential negative human rights impacts linked to operations and business partners. The policy also prohibits forced or child labor and emphasizes protections for workers' rights.

Additional context and verification
- 2024 saw BioInvent achieving ISO 26000 verification, which provides independent verification that the organization integrates social responsibility principles into its governance and operations. This supports the overall alignment with ISO 26000 and the seven principles listed above.
- References to governance, leadership and risk management in the annual report further illustrate how accountability and transparency are embedded in the organization's oversight and internal control processes.

Question 8

Which stakeholders for social, economic, and environmental sustainability has the organization identified?

BioInvent has identified stakeholders for social, economic and environmental sustainability by defining two groups: internal and external stakeholders.

- Internal stakeholders: employees and employee representatives
- External stakeholders: customers/patients, suppliers and service providers, investors/ financiers, regulators/public authorities, research and academic partners, and the broader community/industry partners

Question 9

Of the identified stakeholders, which stakeholders have been assessed as prioritized and how has this process been carried out? In which forum have decisions been made? What consideration is given to the stakeholder groups that may have difficulty being heard and therefore may need to be included in special consideration?

Identified stakeholders and prioritization
- BioInvent's ESRS-related materials present two stakeholder groups: internal stakeholders and external stakeholders. The ESRS framework applies a two-group approach to stakeholder analysis, with priority given through a materiality-oriented process tied to both financial and non-financial impacts.

Bioinvent prioritizes stakeholders based on their significance to value creation and risk/ impact considerations, in line with the ESRS double materiality concept.

How the prioritization process is conducted
- The prioritization follows BioInvent's integration of ESRS and ISO 26000 concepts, i.e., an ongoing stakeholder analysis fed into the company's materiality assessment. This process is overseen and approved at the governance level as part of sustainability governance, with board involvement and annual review. In practice, this means management conducts the stakeholder identification and assessment, and the Board provides oversight and final sign-off in governance bodies that handle sustainability matters.

Forum for decisions
- Decisions relating to stakeholder prioritization, materiality and sustainability strategy are taken in board-level governance processes. The company's bolagsstyrningsrapport (corporate governance report) describes the board's role in governance, with sustainability/reflection and related committees (e.g., Audit, Remuneration, R&D) in the overall governance framework.

Consideration for "hard-to-hear" stakeholder groups
- BioInvent aligns with ISO 26000 principles to ensure inclusive governance and stakeholder engagement, including protection for whistleblowers and channels for reporting concerns (which helps give a voice to groups that may have difficulty being heard). The organization has an established whistleblowing policy with designated channels, protection against retaliation, and a formal whistleblowing committee process (including an appointed internal committee and documented reporting paths). In addition, there are employee representatives in the board and formal processes for stakeholder involvement and governance oversight. These elements reflect explicit safeguards for hard-to-hear groups and mechanisms to elevate stakeholder concerns within governance and decision-making.

Question 10

Must be answered every year

Which sub-areas, see Appendix B, based on the main areas of business management, human rights, working conditions, environment, good business practices, consumer issues, community engagement, and development, are deemed to be of crucial importance to the organization and therefore have been prioritized, and why.

BioInvent has prioritized the following sub-areas—spanning Governance, Human Rights, Working Conditions, Environment, Good Business Practices, Consumer Issues, and Community Engagement—because they were identified as the most material topics through a formal Double Materiality Assessment (DMA). This dual perspective ensures that the organization addresses both its impact on society and the environment (Impact Materiality) and the sustainability-related risks and opportunities that affect the company's financial value (Financial Materiality).

Governance
- Ethics and anti-corruption (anti-bribery, integrity, anti-corruption controls) and whistleblower protection.

BioInvent emphasizes professional ethics, zero tolerance for corruption, and a robust whistleblower mechanism to safeguard integrity, governance quality, and investor confidence. This is reinforced by BioInvent's governance disclosures and policies.

Human rights
- Respect for human rights; no forced labor; no child labor; bioethics and responsible research practices

BioInvent commits to human rights across operations and partners, including no forced or child labor and adherence to UNESCO bioethics principles. This aligns with ISO 26000 guidance on human rights and BioInvent's risk management and ethics policies.

Working conditions
- Health and safety; fair remuneration; work-life balance; equal opportunity; collective bargaining

BioInvent has a strong focus on a safe, healthy, diverse, and well-supported workforce, including collective agreements and pulse surveys to monitor wellbeing and work-life balance. This supports attracting and retaining key talent critical to its R&D and manufacturing activities.

Environment
- Resource use and efficiency (energy, water, materials); emissions to air and water; waste management; chemical handling and containment

BioInvent operates a GMP biopharma site with substantial processing; environmental

stewardship is embedded in the control programs and BAT considerations. The priority areas reflect how BioInvent monitors energy and water use, emissions to air and water, and waste/hazardous waste handling, consistent with ISO 26000 environmental guidance.

Good governance methods (Goda verksamhetsmetoder)
- Quality assurance and control (GMP/GLP/Good Clinical Practice), internal controls, risk management, data integrity, and process compliance

BioInvent's operations rely on stringent quality and regulatory-compliant processes (QA/QC, GMP manufacturing, GLP preclinical, GCP clinical trials) to ensure patient safety, product quality, and regulatory acceptability.

Consumer issues
- Patient safety, informed consent, data privacy (GDPR/compliance), access to information, and transparency

BioInvent conducts high-risk clinical research; protecting patients and handling data responsibly are core to operational and reputational risk management and regulatory compliance. The risk materials emphasize data privacy and informed consent practices.

Community engagement and development
- Community health impact, partnerships, and alignment with global sustainability goals; collaboration with external partners and organizations

BioInvent aligns its strategy with Agenda 2030 and global partnerships to maximize societal value and patient impact. This area also encompasses how BioInvent engages with stakeholders and fosters responsible collaboration.

Question 11

How has the organization's materiality assessment been conducted, see question 10, appendix C, and section 7.3 in SS-EN ISO 26000:2021, and describe how risks or opportunities for negative and positive impacts on sustainable development have been weighed in.

BioInvent's materiality assessment is conducted in accordance with SS-EN ISO 26000:2021 and VSME and is embedded in BioInvent's governance and reporting framework,. The approach applies a double materiality lens (financial materiality and impact materiality) in its sustainability reporting. Key elements and how risks or opportunities for negative and positive impacts are weighed are described below.

1) Governance, scope and alignment
- Materiality work is integrated into BioInvent's sustainability governance and strategy, with ongoing reporting to the Board and external stakeholders.
- VSME-aligned reporting and the double materiality concept are reflected in BioInvent's sustainability materials and governance illustrations, showing consideration of both societal/economic impact and financial implications in decision-making.

2) Topic identification (material topics)
Material topics are identified through stakeholder engagement and internal risk assessment processes.
In BioInvent's materials, topics include patient safety, privacy and personal data handling, information transparency, health and safety of employees, working conditions, information access for patients, responsible business conduct, and environmental topics (energy, waste, water) relevant to manufacturing.

3) Scoring and prioritization
- Each topic is evaluated on two main dimensions: potential impact on sustainable development (social, environmental, economic) and the scale/likelihood of that impact, including reversibility. The scoring framework includes indicators such as actual impact reach, and irreversibility for topics such as patient safety and privacy.
- Stakeholder input is integrated to reflect what matters to patients, employees, suppliers, and other stakeholders, helping determine whether a topic is material from a stakeholder perspective.
- The process also considers financial implications and broader societal impacts, aligning with the double materiality approach described in the ESRS 1 framework and highlighted in BioInvent's governance materials.

4) Weighing of risks and opportunities for negative and positive impact on sustainability
- Negative impacts and their likelihood/severity are explicitly identified and weighed.
Examples in BioInvent's materiality include risks around personal data privacy (potential data leakage), patient safety in early development settings, cybersecurity threats, and data integrity in clinical trials. These are flagged as material topics and addressed through risk controls (insurance, cybersecurity measures, GDPR compliance, staff training, incident

response processes).
- Positive impacts and opportunities are also identified and weighed. Examples include enhanced access to information for patients and study participants (informed consent processes and transparency), protection and respect for patient privacy, and opportunities for collaborations that accelerate development and access to therapeutics. These positive aspects are framed as opportunities BioInvent seeks to maximize through responsible data management, transparent reporting, and strong governance.
- The materiality scoring framework intentionally captures both negative and positive potential impacts, informing risk management, strategy, and communications. This is consistent with the double materiality concept and with the VSME-aligned reporting and ISO 26000 verification.

5) How the weighting informs action
- Material topics feed into risk management and strategic planning, including actions to prevent or mitigate negative impacts (e.g., privacy and cybersecurity controls, GDPR compliance, data handling training) and actions to realize positive impacts (e.g., transparent communication with trial participants, responsible information access, governance improvements to support sustainable practices).
- The outcomes also influence external communications and reporting to demonstrate due diligence and progress on material topics.

Question 12

What operational or financial risks and opportunities, and any other consequences for the organization, have been identified in connection with the establishment of prioritized sustainability areas (sub-areas)?

BioInvent's prioritization of sustainability areas yields a structured set of risks, opportunities and other consequences across governance, social, and environmental topics. These insights inform risk management, strategy and reporting in line with ISO 26000 and VSME expectations. Below is a consolidated risk-and-opportunity register by delområde. Where applicable, financial or other implications are noted.

1) Social: Personal integrity and privacy (consumers and end users)
- Risks: Potential loss or breach of personal data could significantly harm BioInvent (reputation, market impact, especially relating to patient data in trials and consent under GDPR).
- Opportunities: Strong data governance and privacy practices build trust with patients, partners and regulators.
- Financial/consequences: Data-protection controls, insurance coverage mitigate financial exposure; breaches could trigger disclosures and reputational costs.

2) Social: Information access and transparency
- Risks: Inadequate/outdated patient information could undermine trust and safety; misalignment with regulatory updates could occur if information isn't kept current.
- Opportunities: Transparent information sharing and accessible patient information support trust and informed decision-making.
- Financial/consequences: Positive information access supports market acceptance and regulatory alignment.

3) Social: Working conditions, work-life balance and employee engagement
- Risks: Poor working conditions or low engagement can drive turnover, recruitment costs, productivity and safety impacts.
- Opportunities: Flexible working, strong engagement and wellbeing reduce turnover costs and enhance performance (low sickness absence and proactive staff measures).
- Financial/consequences: Retention and engagement influence recruitment costs and productivity; high engagement linked to cost savings over time.

4) Social: Equality, diversity and fair compensation
- Risks/opportunities: Equal pay for equal work and diverse representation support engagement and employer attractiveness; signals ethical practice.
- Opportunities/consequences: Inclusive practices support retention, engagement and wellbeing; remuneration structures aligned with governance standards.
- Financial/consequences: Diversity and fair pay underpin long-term value via engagement and reduced turnover costs.

5) Governance and integrity: Anti-corruption, whistleblowing and supply chain governance

- Risks: Corruption or unethical conduct could be financially material and reputationally damaging; could affect stakeholder trust and investor confidence.
- Opportunities/positive consequences: Code of Conduct, anti-corruption routines, whistleblowing protections, and governance structures strengthen governance and can be competitive in investor relations and access to capital.
- Financial/consequences: Strong governance reduces regulatory risk and penalties; can support favorable financing terms.

6) Environmental: Energy, waste, water, emissions, and circular economy
- Risks/opportunities: Environmental risk is generally low to moderate given BioInvent's lab and manufacturing activities; long-term cost/regulatory implications exist for energy use, waste disposal, water, and potential CO2 pricing.
- Opportunities/positive consequences: Energy savings and circular-economy practices (recycling, reuse of equipment) offer cost savings and stakeholder trust benefits; climate-related risks include potential costs from carbon regulation and taxes as BioInvent scales.
- Financial/consequences: Energy efficiency and recycling can yield cost savings; environmental regulations can increase reporting costs but improve access to capital and stakeholder trust.

7) Strategy and external reporting: ISO26000 verification and VSME alignment
- Risks/consequences: ISO26000 verification supports governance and stakeholder trust but ongoing compliance/verification entails process and reporting costs; VSME and ESRS 1 requires evolving oversight, e.g., value-chain mapping and double materiality analyses.
- Opportunities/positive consequences: ISO26000 verification and VSME alignment enhance credibility with investors, lenders and partners and help attract capital.

Other consequences for the organization
- Reputational impact and investor confidence: Strong governance, ethical standards and ISO26000 verification can enhance reputation and investor confidence; ESG disclosures support transparency and trust.
- Operational and cost implications: The sustainability program drives ongoing costs (governance, reporting, energy efficiency upgrades, waste management) but yields potential long-term savings and efficiency gains.
- Compliance and regulatory readiness: Alignment with VSME improves regulatory readiness as reporting expectations evolve.

5.2 Leadership

Leadership

The answers to the questions in this area should provide a clear picture of the management's approach to sustainable development and how this is manifested at the management level (see specifically also Appendix A1 - Management's statement).

Question 13

No changes since last year

Which policies for social, economic, and environmental sustainability does the organization work according to?

BioInvent's sustainability work is anchored in ISO 26000 and aligned with Agenda 2030 (UN Sustainable Development Goals). The organization operates under a set of integrated policies and governance documents that cover social, economic and environmental responsibility. Key policies and governance documents include:

- Social sustainability
  - Code of Conduct (ethics and integrity, including anti-corruption and fair competition)
  - Diversity and Equality Policy
  - Work Environment Policy (collective agreements and employee representation)
  - Whistleblowing policy

- Economic sustainability
  - Business Continuity Policy and Plan for Critical Infrastructure Functions
  - Anti-bribery policy
  - Insider policies

- Environmental sustainability
  - Code of Conduct Policy
  - Governance Document: Self Inspection Program (Kontrollprogram)

Question 14

How has the sustainability perspective been integrated and made visible in the organization's strategy, operational management, and other governing documents?

BioInvent has embedded sustainability into its strategy, governance, and governing documents, and actively makes it visible to investors, employees, regulators and other stakeholders. The integration is multi-layered, spanning strategy, governance structures, policy documents and external disclosures.

Key elements include:

- Strategy and commitments
  • Sustainability is anchored in BioInvent's strategic framework, including explicit attention to SDGs (Sustainable Development Goals) and responsible business conduct. The organization prioritizes four SDGs (Good Health and Well-being; Industry, Innovation and Infrastructure; Reduced Inequalities; Partnerships for the Goals) and links these priorities to ongoing business planning and execution. This work is described in BioInvent's sustainability disclosures and action plans that tie SDGs to concrete programmatic work and governance activities.
  • The organization aligns sustainability with governance and risk management, integrating environmental, social, and governance (ESG) considerations into strategic decisions and risk assessments. This approach is reflected in the consolidated annual reporting and sustainability narrative, which describes how sustainability considerations influence business decisions, partnerships and portfolio management.

- Governance and accountability
  • BioInvent has established governance mechanisms to oversee sustainability and ESG related activities, including an ESG-oriented working group involving operations, HR, investor relations and finance, which reports to the CEO and Board. The working group collaborates with external advisors and meets regularly to drive action plans and monitor progress. This structure ensures accountability for sustainability across the organization and links it to financial and operational decision-making.
  • Sustainability governance is embedded in the company's board and committee structure (e.g., Audit, Remuneration, and R&D committees) and is integrated into the annual governance cycle. The governance framework supports oversight of risk, compliance, and strategy execution related to sustainability and corporate responsibility.

- Policies, guiding documents and due diligence
  • BioInvent has a comprehensive set of guiding policies that underpin sustainable and responsible operations, including a Code of Conduct, Bioethics Policy, Trade Sanctions Policy, Insider Policy, Diversity and Equality Policy, Work Environment Policy, and Whistleblowing Policy. These documents articulate expected behavior, human rights commitments, labor practices, and anti-corruption mechanisms, aligning with ISO 26000 principles and UNESCO bioethics standards.

• The organization adheres to ISO 26000 principles and has pursued ISO 26000 verification as part of its sustainability journey, signaling formal alignment with social responsibility standards and external validation of its governance and operations.

- Visibility and external communication
• Sustainability is visibly reported on BioInvent's website and in annual reporting, including dedicated sections on sustainability performance, governance, and strategy. This public disclosure supports transparency with investors, regulators and other stakeholders and aligns with CSRD/ESRS expectations for sustainability reporting.
• BioInvent participates in external sustainability reporting platforms and disclosures (e.g., Nasdaq Transparency Partner and other ESG disclosures), enhancing transparency and external validation of its sustainability commitments.

- Integration with value chain and governance documents
• The sustainability perspective is integrated into value chain considerations and tied to responsible sourcing, ethics, and governance of supplier relationships. This integration is reflected in sustainability-related planning and reporting within the governing documents and external disclosures.

- Continuous improvement and measurement
• BioInvent describes ongoing capability-building in sustainability, continuous improvement loops, and regular reviews of policies and performance against plans. An ESG working group, regular reporting to the board, and periodic audits/assessments (including internal self-inspections and external audits) form the backbone of ongoing improvement in sustainability governance and performance.

Question 15

How has the management distributed the sustainability responsibility within the management team? What other roles or individuals within the organization have a special responsibility for sustainability work? How has this been communicated?

Governance and accountability for sustainability at BioInvent:

- Lead responsibility within the management group: Coordinator – HR Manager.
- ESG Team: A cross-functional team including a representative from senior management, HR, Technical Operations, the CFO, Investor Relations, and ad hoc specialists. The ESG Team is coordinated by the HR function and reports to Group Management and the CEO.

- Other roles with special responsibility: The ESG Team brings together key functional leads (senior management, HR, Technical Operations, Finance/CFO, Investor Relations) and ad hoc specialists to drive sustainability work; no additional named individuals outside these functions are specified beyond the Coordinator. Responsibilities are distributed across these functions and integrated into the Group Management/CEO oversight.

- Communication: The governance arrangement was communicated to employees via an all-company meeting in Autumn 2024; further information is provided in the Annual Report and on BioInvent's website.

5.3 Planning

Planning

The answers to the questions in this area should provide the reader with a clear picture of how the organization has operationalized its work with social responsibility and contributions to sustainable development.

Question 16

How and when does the collection of stakeholders' expectations and opinions take place? What insight is given to stakeholders in the sustainability work? Describe the method for stakeholder dialogue.

BioInvent maintains a continuous stakeholder engagement program embedded within its corporate governance and sustainability framework. Central to this approach is a materiality- and risk-oriented process that explicitly incorporates stakeholder perspectives to identify and prioritize key sustainability topics. Internally, the organization utilizes frequent employee pulse surveys and feedback mechanisms to monitor wellbeing and working conditions, directly informing the company's strategic priorities.

Transparency is anchored in BioInvent's alignment with ISO 26000, with external verification providing third-party assurance of its sociatal responsibility performance. Sustainability disclosures are integrated into the annual reporting cycle and communicated via dedicated channels, including the corporate website and investor relations platforms. This structured dialogue ensures that BioInvent's sustainability roadmap remains dynamically aligned with both internal expectations and external global standards.

Question 17

How are risks and opportunities identified in sustainability work managed, questions 11 and 12?

BioInvent identifies and manages sustainability risks and opportunities through a structured approach aligned with ISO 26000. Key elements include:

What is identified (risks and opportunities):
- Social and human rights areas, including patient safety and personal data privacy (in particular risks around injuries to patients and potential loss or exposure of personal data).
- Information-related risks (e.g., data protection and GDPR compliance) and reputational implications of data incidents.
- Financial and operational risk factors linked to clinical development and data handling, including the financial impact of potential incidents in the short, medium, and long term.
- Environmental risk considerations (e.g., waste, energy and water use) that relate to BioInvent's broader sustainability profile.

How risk and opportunity information is evaluated and used:
- Each topic is assessed for negative or positive impact and materiality, including financial implications (short/medium/long term) where applicable.
- The documentation explicitly links risks to potential financial and reputational effects, helping prioritize actions.

How risks are mitigated (examples):
- Insurance coverage is in place to address clinical trial injuries and data-loss scenarios.
- Cybersecurity measures are continuously updated, and critical vendors handling personal data have been subject to cybersecurity audits.
- Staff training on relevant laws and guidelines governing personal data handling (e.g., GDPR) is mandatory.
- Handling of personal data in clinical trials is governed by informed consent procedures, with data stored in pseudo-anonymized form and long-term data retention in place.
- Ongoing governance and accountability structures: roles such as the SVP of Technical Operations are responsible for ensuring compliance with environmental and internal control requirements; ISO 26000 verification supports the governance framework.

How opportunities are considered:
- Where opportunities exist (e.g., in partnership or licensing contexts tied to robust data handling and privacy controls), these are considered alongside risk mitigation in evaluating sustainability pathways.

Question 18

How does the organization minimize risks in the value chain with a focus on the supply chain, for example in countries with high corruption risk or when it comes to human rights violations, if it has not already been described under question 17?

In summary, BioInvent minimizes supplier-chain risks by combining a strong policy base (Code of Conduct, anti-corruption and human rights), risk-based supplier management and audits, country-risk considerations, whistleblower channels, and CSRD-aligned reporting and governance practices. This holistic approach addresses corruption risks and human rights concerns across the value chain and supports responsible sourcing and operations. Key elements include:

Policy framework and governance
- The organization operates under a formal Code of Conduct and anti-corruption policies, with clear expectations for all employees and business partners. There are defined processes for handling anti-corruption incidents and whistleblower reports, ensuring timely escalation and remediation.

Supplier due diligence and contractual controls
- A risk-based supplier management approach is in place, with explicit expectations that suppliers comply with BioInvent's Code of Conduct, human rights standards and environmental/ethical practices. This includes contractual clauses, performance expectations and continuous monitoring.
- The company maintains a formal process for evaluating supplier relationships and payments to ensure compliance with ethical standards and to minimize corruption risk throughout procurement and supplier engagement.
- Where appropriate, suppliers may be subject to audits or reviews to verify compliance with BioInvent's standards and applicable laws.

Country risk and human rights safeguards
- BioInvent refrains from engaging with countries or entities that present unacceptable corruption risks, in alignment with its vendor governance and risk framework (e.g., country-level risk assessments and sanctions/blacklists).
- The organization upholds fundamental human rights in its operations and in its supply chain, with policies that prohibit forced labor and child labor, and with ongoing efforts to identify and mitigate potential negative human rights impacts across the value chain.

Operational controls and risk monitoring
- There are established risk management routines for supplier relationships, including incident reporting and corrective action mechanisms in line with governance expectations.
- Whistleblower protection and independent handling of reports help ensure transparency and prompt remediation of issues in the supply chain.
- Regular reviews of supplier performance, risk exposure and potential human rights impacts are integrated into BioInvent's governance and reporting cycles.

Measurement and continuous improvement
- BioInvent commits to ongoing transparency and improvement, including documentation of supplier-related risks, actions taken, and outcomes, to support responsible decision-making and investor confidence in line with VSME.

Question 19

How does the organization ensure knowledge of and compliance with applicable laws, other requirements, and international standards in the countries covered by this self-declaration?

BioInvent maintains a comprehensive, integrated approach to knowledge and compliance with laws, other requirements, and international conduct norms across all countries covered by this self-declaration. The approach combines governance, policy, regulatory oversight, risk management, training, and transparent reporting to ensure ongoing adherence and continuous improvement. Key elements include:

- Strong governance, policies and codes of conduct
  • An established Code of Conduct, together with anti-corruption, anti-bribery, export controls and sanctions policies, guides daily decision-making and business relationships across all jurisdictions. The company emphasizes ethical behavior, integrity, and compliance as core values.
  • Internal policies and an established governance framework (including roles, responsibilities and escalation paths) are embedded across the organization to ensure consistent application in all countries where BioInvent operates or conducts activities under the self-declaration.

- Regulatory affairs and compliance management
  • A dedicated regulatory affairs function oversees compliance with applicable laws and standards in each country, supporting global development programs and local regulatory requirements. This includes GMP/GLP/GCP compliance in development and manufacturing, as well as import/export controls and sanctions considerations.
  • The company maintains robust risk management and internal controls designed to identify, assess and mitigate regulatory and compliance risks across the value chain (discovery, preclinical, clinical and manufacturing).

- Human rights, ethics and responsible conduct
  • BioInvent articulates its commitment to fundamental human rights and bioethics, referencing UNESCO and UN principles, and articulates policies to prevent child labor, forced labor, and other human rights violations in its operations and partnerships.

- Training, awareness and communication
  • Employees are expected to act within the defined ethical and legal framework, with ongoing training and awareness programs supported by governance policies and communications channels. The organization uses pulse surveys and other feedback mechanisms to monitor culture, ethics and compliance.

- Whistleblowing and external reporting channels
  • BioInvent maintains a Whistleblowing Policy with an established Whistleblowing Channel and a dedicated Whistleblowing Committee to receive, assess and address concerns confidentially and independently. Authorized persons handle reports, feedback,

and escalation, with protection against retaliation and options for external reporting channels if needed.
• External reporting channels are listed for relevant regulators and authorities, ensuring access to appropriate oversight bodies in the event of misconduct.

- Compliance monitoring, assurance and continuous improvement
• The company conducts ongoing governance and internal control monitoring, including reviews of compliance with policies, risk assessments and regular reporting to the board and relevant committees. The governance and sustainability documentation describe how updates to policies are issued and how compliance performance is followed up annually.

- Supply chain and international operations considerations
• BioInvent emphasizes responsible business practices in partnerships and collaborations, with due diligence on business partners to avoid conflicts of interest, corruption and human rights issues. The organization maintains transparency in reporting and adheres to applicable international guidelines in its cross-border activities.

Question 20

No changes since last year

Which of the UN's global goals for sustainable development, both goals and targets, have been identified and selected? Also describe how this part of the maximization analysis has been conducted, see Appendix C.

In 2024 BioInvent identified UN SDGs (goals) selected for BioInvent's sustainability work
- SDG 3: Good health and well-being
- SDG 9: Industry, innovation and infrastructure
- SDG 10: Reduced inequalities
- SDG 17: Partnerships for the goals

BioInvent completed a double materiality (Maximization analysis) that culminated in reducing the focus from 11 goals and 23 sub-goals to 4 goals and 4 sub-goals, which are listed below:

- SDG 3, Subtarget 3B: Support research and development of medicine
- SDG 9, Subtarget 9.5: Enhance scientific research and innovation, upgrade the technological capabilities
- SDG 10, Subtarget 10.3: Ensure equal opportunity and reduce inequalities of outcome, eliminating discrimination
- SDG 17, Subtarget 17.6: Enhance regional and international co-operation and access to science, technology and innovation and enhance knowledge sharing.

Year 2025
Overview of the DMA performed with BioInvent's ESG team in 2025
- Purpose and scope: BioInvent conducted a Double Materiality Analysis (DMA) in 2025 to identify and prioritize sustainability topics that are material from two angles: (i) impact on sustainability issues and (ii) impact of sustainability issues on BioInvent's business. This work is integrated with CSRD/ESRS/VSME planning and Omnibus Directive considerations and is led by the ESG team with cross-functional involvement and stakeholder input.

How the DMA was performed:
- Step 1 — Framing and SDG subtarget selection: The ESG team defined the relevant SDGs and their subtarget that map to BioInvent's business, aligning with ESRS/VSME topics and the company's value chain.

- Step 2 — Data collection and contextualization: The team pulled in internal ESG data (eg. environmental and social indicators such as GHG, energy, water, waste, supply chain considerations, employee data) and external context (CSRD/ESRS, Omnibus expectations, stakeholder inputs).

- Step 3 — Criteria definition and scoring: For each candidate criteria were established (relevance to BioInvent's business, potential impact, feasibility, risk considerations,

regulatory implications, time horizon). Subareas were scored using a consistent scale, and results were normalized as appropriate.
- Step 4 — Maximin (maximization of the minimum) prioritization: The DMA applied a maximin logic to identify subtargets where the minimum score across criteria was strongest for action. The approach prioritizes areas where improvements would most effectively bolster the weakest links in the sustainability program.
- Step 5 — Validation and governance: The results were reviewed in collaboration with the Management Team and cross-functional stakeholders, with a view to linking the DMA outcomes to BioInvent's sustainability strategy, governance, and reporting flow.

Output and next steps:
- The four SDGs and four subtargets listed above constitute the top material areas identified by the DMA and were carried forward into BioInvent's sustainability planning and ESRS/VSME mapping.
- The action plan in 2025 included ongoing mapping of SDGs to ESRS, updating the value chain, refreshing the SWOT, and further developing the double materiality matrix with stakeholder input (as outlined in the action-plan documents).

Question 21

Must be answered every year

Which action plan for sustainability has been developed based on materiality assessment, question 10, and/or based on maximization analysis, question 20, that is to say both based on identified sub-areas as prioritized and sub-goals based on the UN's global goals for sustainable development?

BioInvent's sustainability action plan is anchored in two inputs: the materiality assessment (Question 10) and the maximization analysis (Question 20). The plan translates the identified, prioritized sustainability sub-areas into concrete goals and targets, with explicit alignment to the UN Sustainable Development Goals (SDGs). Key elements:

- Prioritized SDGs (as identified in BioInvent's plan):
  - SDG 3: Good health and well-being
  - SDG 9: Industry, innovation and infrastructure
  - SDG 10: Reduced inequalities
  - SDG 17: Partnerships for the goals

  These four SDGs are named as priority areas for BioInvent's sustainability work. The plan is designed to advance these areas through governance, operations and collaboration, with ongoing public reporting aligned to Agenda 2030.

Identification and translation of material topics into actions (materiality/Q10 basis):
- Governance and ethics: ISO 26000-aligned governance, a formal Code of Conduct, whistleblower protections, anti-corruption measures, and responsible supplier management.
- Human rights and social responsibility: fair labor practices, diversity and inclusion, workforce wellbeing, safe working conditions, and protection of personal data/privacy in clinical settings.
- Health and safety and patient-related care: safeguarding patients/trial participants; transparency in clinical data reporting; information security and privacy protections.
- Environmental stewardship: sustainable energy use with a focus on renewable/green energy; water use and waste management; chemical and waste handling in line with best practices; integration of environmental risk management into operations.
- Value chain and collaboration: map and influence the supply chain to meet sustainability expectations; expand responsible business practices through partnerships.

- Implementation status and next steps:
  - 2024: BioInvent identified four SDGs as priorities and achieved ISO 26000 verification, signaling formalization of sustainability governance.
  - 2025: The program matures with explicit SDG alignment and ESRS/double materiality readiness planning; enhanced governance, measurement, and value-chain engagement are prioritized, with continued governance integration across strategy, risk, supplier governance and stakeholder engagement.

Question 22

Must be answered every year

What operational-related sustainability goals have been set up related to the selected sub-areas, question 10, or sub-goals, question 20, for the upcoming period, for example, a 12-month period?

In 2025 BioInvent aimed to deepen its sustainability work by applying a double materiality analysis (DMA) and by mapping the SDGs to ESRS topics and VSME topics. The intention was to identify focus areas and determine what to measure in relation to material topics and KPIs.

The plan also sought to incorporate data aligned with the VSME framework. BioInvent collects and reports data across environmental, social and governance dimensions.
This work was completed in December 2025.

5.4 Support

Support

The answers to the questions in this area should provide the reader with a clear picture of the organization's supporting structures for sustainability work in order to support practical efforts.

Question 23

Must be answered every year

How is it ensured that the necessary economic and personnel resources are available to carry out sustainability work?

BioInvent ensures the necessary financial and personnel resources for sustainability work through integrated governance, budgeting, and people management that are embedded in the company's strategy and operations. Key aspects include:

- Strategy and budgeting integration: Sustainability is aligned with BioInvent's strategy and governance frameworks, anchored by ISO 26000 and the company's commitment to Agenda 2030 and CSRD/ESRS. This alignment drives how resources are planned, allocated and measured across the organization.

- Governance and accountability:
Sustainability is governed at the board and executive level with structured oversight.

- Financial resources and funding sources:
BioInvent maintains a solid liquidity position and funds its activities, including sustainability-related initiatives, from multiple revenue streams and committed partnerships.

- Human and organizational resources:
BioInvent emphasizes a qualified, stable workforce and strong HR practices to support its innovation and sustainability work. The organization notes a substantial scientific/technical staff, ongoing recruitment/retention efforts, and a focus on employee engagement and well-being. This underpins the capacity to pursue sustainability-related initiatives and responsible business practices.

- Verification and continuous improvement:
ISO 26000 verification and ongoing sustainability-related governance reinforce that resources (financial, human, and process) are managed for sustainable development.

- Monitoring and reporting:
BioInvent's governance framework, internal controls, risk management, and regular reporting enable ongoing assessment and adjustment of resource needs for sustainability efforts.

Question 24

Must be answered every year

What skills development has been carried out in the sustainability area over the past year?

Key sustainability competency developments in the last year:
- ISO 26000 verification achieved in 2024, demonstrating formal recognition and integration of social responsibility across governance, environment, labor rights, and stakeholder engagement.
- Ongoing sustainability training with VATI during 2025. Participants: ESG team.
- Ongoing governance and ethics-related training to strengthen sustainability competencies, including mandatory awareness of the Code of Conduct and anti-corruption training for all employees. This is mandatory for all new employees at BioInvent. As soon as policies and Code of Conuct are updated, it's mandatory for all employees to re-read it.
- Continued employee engagement and organizational learning (e.g., management meeting, pulse surveys and governance structures) to reinforce competencies needed for sustainable operations and compliance.

Question 25

Must be answered every year

What skills development is planned in the sustainability area in the short, medium, and long term?

The Sustainability Plan for 2026 outlines the planned skills development and knowledge building in the area of sustainability and is closely linked to CSRD readiness, ESRS mapping, and deeper risk management.

The following activities contribute to skills development and knowledge deepening in sustainability for BioInvent's ESG team and relevant functions

Short-term (0–12 months, 2026):
* Governance & Reporting:
Finalise ESRS mapping revalidation (CSRD readiness) and formalise the DMA process for stakeholder dialogue (Q2 2026).
* Social Sustainability:
Redesign pulse surveys to better link results to SDG/ESRS goals and begin related actions (Q2 2026).
* Due Diligence:
Formalise human rights and labour conditions risk assessment for high-priority suppliers (Tier 1) (Q3 2026).
* Environmental:
Conduct Scope 3 data analysis to identify reduction opportunities; begin development of a Climate Roadmap; draft and publish a purchasing policy; review chemical management documentation for ESRS compliance (Q2–Q3 2026).
* Verification readiness: Compile and validate documentation for ISO 26000 verification.

Medium-term (12–24 months, 2026–2027):
* Governance & Reporting:
DMA stakeholder dialogue process is in place and used for ongoing CSRD readiness; ESRS mapping remains aligned with CSRD requirements.
* Social Sustainability:
Continued implementation of redesigned pulse surveys; track HR metrics and actions linked to SDG 10.3.
* Due Diligence:
Complete and maintain 100% of Tier 1 supplier risk assessments in high-risk areas; strengthen risk matrix usage.
* Environmental:
Finalize climate targets/ambition level and continue measurement/monitoring; complete environmental procurement controls (purchasing policy in place and functioning).
* Verification readiness:
Maintain and update ISO 26000 documentation and evidence for follow-up verifications; alignment with CSRD focus for 2027.
* Delivery/ownership:

ESG team, Finance, Purchasing, QA/Facility Management collaborate to sustain governance and transparency improvements.

Long-term (beyond 2026, 2027–2028+):
* Governance & Reporting:
Solid CSRD foundation with ongoing ESRS alignment, stakeholder engagement, and data quality improvements; CSRD reporting processes mature for 2028 financial year.
* Climate & Environment:
Ongoing Scope 3 data monitoring, climate target achievement, and continuous improvement in procurement-related environmental governance.
* Verification readiness:
Ongoing readiness for future verification cycles as CSRD requirements evolve.
* Delivery/ownership: Ongoing cross-functional governance (ESG team, Finance, Purchasing, QA/Facility Management), with clear owners and performance indicators tied to CSRD/ISO 26000 objectives.

In summary, skills development takes place through active application and process development under consultancy guidance focused on achieving the level of governance and transparency required for CSRD.

Question 26

Must be answered every year

How is the organization's sustainability work communicated?

BioInvent communicates its sustainability work through a combination of published governance documents, dedicated stakeholder information, and ongoing regulatory/ standards disclosures. The key channels are:

- Corporate reporting:
The Sustainability section in BioInvent's annual report describes the company's sustainability approach, the prioritised Agenda 2030 goals, and the ISO 26000 verification, providing a formal explanation of how sustainability is integrated into strategy and daily operations. It also references ongoing reviews and external verifications.

- ISO 26000 verification and ESG documentation:
BioInvent explicitly notes ISO 26000 verification as part of our sustainability program, signaling formal external validation of our sustainable practices. Details and context are presented in the sustainability section of the annual report, reinforcing credibility with stakeholders.

- Investor relations and public information:
BioInvent directs stakeholders to a dedicated sustainability web page for more information on sustainability work and ISO 26000 verification

- Governance and risk communications:
Sustainability considerations are embedded in corporate governance practices, risk management disclosures, and stakeholder communications. Public information and risk documents discuss how sustainability risks are identified, managed, and communicated to stakeholders, including potential impacts and mitigations.

- External environmental compliance communications:
BioInvent's interaction with environmental authorities (e.g., inspections and reporting) demonstrates transparent, outward communication of our environmental practices and ongoing improvements.

Question 27

Must be answered every year

If any area has been excluded from the communication, for example with regard to the organization's or stakeholders' need for privacy, explain why.

BioInvent has not intentionally omitted any material area from our communications related to ISO 26000. BioInvent strive for full transparency on topics that are relevant to our stakeholders and to our social, governance and environmental commitments. If any area were ever considered for limited communication, the rationale would be to protect individuals' privacy or to safeguard confidential information, including ongoing investigations or sensitive data, while still maintaining overall transparency where appropriate.

Key considerations guiding our communication approach:

- Temporary data exclusion regarding 2025 FTE figures The specific FTE (Full-Time Equivalent) figure for 2025 has been excluded from this communication as it is scheduled for final calculation and verification during the first quarter of 2026. This exclusion is necessary to ensure the accuracy and integrity of our reporting, as the finalized data is not yet available at the time of this publication.

To provide a representative overview of the organization's scale, it can be noted that as of December 31, BioInvent employed 126 individuals, with 95 of these roles dedicated to Research & Development (R&D).

- Personal integrity and privacy:
BioInvent communicate about personal data handling and privacy protections (e.g., GDPR compliance) and discuss related risks and controls as part of our sustainability disclosures. This includes how we manage informed consent and data privacy in clinical contexts, and prioritizing privacy and data protection in our external communications.

- Confidential information and investigations:
BioInvents whistleblowing policy provides clear channels to report misconduct confidentially and protects whistleblowers, ensuring integrity while limiting disclosure of sensitive details in public communications. This approach supports transparent governance without compromising confidentiality where warranted.

- Environmental and governance disclosures:
BioInvent disclose environmental impacts and governance practices in our annual reporting and ISO 26000 context, including risk management, but may limit certain operational specifics if they are highly sensitive or could unduly distract from material commitments. The last available environmental report covers 2024. The report covering 2025 will be available 31st of March 2026.

If stakeholders ever perceive an omission, we would address it by providing a clear rationale and, where feasible, offering access to appropriate, non-confidential information

through approved channels.

Question 28

How is the governance for sustainability organized, including governance mechanisms for work on prioritized specific areas for sustainability, see prioritized sub-areas, question 10.

BioInvent's governance of sustainability is integrated into the company's overall governance framework, and is the core of BioInvents business model. The ESG working group and board-level oversight (and related governance disclosures) reflect how sustainability is integrated into strategy, planning and reporting, supported by internal policies and training mechanisms.

In 2024 BioInvent achieved ISO 26000 verification and identified four prioritized SDGs that shape strategy, risk management and reporting: SDG 3 (Good Health and Well-being), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), and SDG 17 (Partnerships for the Goals). These priorities was translate into governance objectives, performance measurement, and public reporting to ensure progress and continuous improvement.

In 2025 BioInvent performed a Double Materiality Assessment with identified ESRS topics and related VSME topics.

5.5 Operations and activities

Operations and activities

The answers to the questions in this area should give the reader a good picture of the organization's activities for social responsibility during the period and for achieving set goals for sustainable development.

Question 29

Must be answered every year

Describe the organization's activities carried out and ongoing during the recent period based on the prioritized sub-areas in question 10, and identified goals and sub-goals from the UN's global goals for sustainable development, see question 20.

BioInvent's activities during the latest period have been carried out and advanced within the framework of the prioritized sub-areas and the UN SDGs . Key points are summarized below, with references to the supporting KPIs

Prioritized sub-areas (Question 10) and notable activities
- Governance, policy and transition to a sustainable economy
  • ISO 26000 verification achieved in 2024, and BioInvent is recognized as a Nasdaq ESG Transparency Partner. The company reports four Agenda 2030 goals as particularly prioritized for 2024 (Goal 3, 9, 10, 17).
  • Practices, policies and future initiatives for moving toward a more sustainable economy are described in the sustainability declaration; ongoing governance and reporting are maintained via the VSME Basic/Comprehensive modules. Evidence: B2, B2-C2, B1/C1 references.
  • Governance data (e.g., gender representation in leadership) indicates ongoing attention to diversity and governance structure. Evidence: C9 section detailing board gender composition.

- Strategy, business model and sustainability-related initiatives
  • Key elements of the business model and strategy related to sustainability are described in the Sustainability Declaration. Ongoing alignment between strategy and sustainability priorities is maintained and documented.
  Evidence: C1 section; cross-referenced in the sustainability modules.

- Resource use, circular economy and waste management
  • BioInvent applies circular economy principles in practice (waste sorting; purchasing used furniture and instruments). In 2024 total waste was 15 tonnes, with 134 kg chemicals that has been discarded by Sysav. Ongoing efforts to minimize waste generation and improve recovery.
Evidence: B7, 38.a–38.c, 39a–39e, 37.
  • The organization reports limited process water use (0 m^3 withdrawal; process water around 100 m^3 per year) and emphasizes water stewardship in a context where most water use is non-process related. Evidence: B6; 35–36.
  • Energy use is disclosed and managed with a preference for renewable/recaptured energy sources; 2024 total energy use was documented as part of the control and emissions reporting; ongoing improvements include LED replacements and upgrading older equipment to reduce energy intensity.
Evidence: B3-C3, 29, 30–31; 6–7 pages of the ISO/energy sections.
Evidence: 2024 energy consumption and mix (remote heating, remote cooling, electricity) and total GHG accounting.

- Human rights, labor practices, health and safety
  • The company has a human rights policy and code of conduct covering child labor, forced labor, human trafficking, discrimination, and accident prevention; a mechanism for staff complaints exists.
Evidence: VSME: 61.a, 61.c; 39–41 pages in the documents.
  • Staff numbers, turnover, and leadership gender data indicate ongoing attention to inclusive practices. BioInvent's 2025 FTE figure will be finalized in Q1 2026. As of year-end, the company employed 126 people, including 95 within R&D. Turnover around 3% (with 4 of 132 leaving). Board leadership gender mix shows 40% female representation (4 of 10) in the general board, and 3 of 8 female among executive/board members. Evidence: 39–42 sections (VSME: B8–B11, C9).

- Climate change and GHG management
The last available environmental report covers 2024. The report covering 2025 will be available 31st of March 2026.
  • BioInvent reports total gross GHG emissions of: 491,958 tCO2e for 2024, with Scope 1 at 0 tCO2e, Scope 2 at 16.47 tCO2e, and Scope 3 at 475.489 tCO2e. The organization notes that most emissions are driven by travel. Evidence: 30–31, 7th/8th pages (B3-C3).
  • The organization states a policy to measure and disclose actual emissions; there is not yet a public absolute target for Scope 1 and Scope 2 reductions, but there is emphasis on continued measurement and reporting. Evidence: 54–55 in the energy/GHG sections.

- Biodiversity, water, and land use
  • BioInvent reports biodiversity considerations as Not Applicable in the context of operations near biodiversity-sensitive areas; water withdrawal is 0 m^3; process water use is minimal (approx. 100 m^3/year) with a neutralization system in place.
Evidence: B6; 33–36.

- Health and safety and community impact
  • Health and safety practices are integrated into staff policies and routine practices; no significant safety incidents reported for the reporting period. Evidence: 41.

UN Sustainable Development Goals (SDGs) alignment (Question 20) and how they are addressed

BioInvent has identified four SDGs as particularly relevant for 2025:
- Goal 3: Good health and well-being – The company is focused on developing antibody therapeutics for clinical use and maintains staff health and safety policies, aligning with the aim of improving health outcomes.

- Goal 9: Industry, innovation and infrastructure – The company maintains advanced R&D capabilities, process development and manufacturing scale-up, and ISO 26000-related governance practices; investments in energy efficiency (LED upgrades, equipment modernization) and process optimization support innovation and sustainable infrastructure.

- Goal 10: Reduced inequalities – Diversity and governance data show ongoing attention to gender representation in leadership (40% women on the board; 3 of 8 female among executive-level board members) and inclusive HR practices.
Evidence: C9, B9–B11 sections.

- Goal 17: Partnerships for the goals – BioInvent collaborates in broader sustainability and ESG contexts (ISO 26000 verification; Nasdaq ESG Transparency Partner; alignment with Agenda 2030 goals).
Evidence: 25–27 sections confirming partnerships, recognitions, and reporting commitments.

How last period activities map to these SDGs
- Health and well-being (SDG 3): Ongoing clinical development and staff health/safety measures; transparency in reporting and governance to safeguard health outcomes.
- Industry, innovation and infrastructure (SDG 9): Investments in R&D infrastructure, process development, scale-up activities, and energy efficiency improvements; ISO 26000 alignment to responsible business practices.
- Reduced inequalities (SDG 10): Gender balance data in governance; HR practices including complaint mechanisms and anti-discrimination policies.
- Partnerships for the goals (SDG 17): Recognition as a Nasdaq ESG Transparency Partner and the integration of Agenda 2030 goals into corporate reporting and governance structures.

Question 30

No changes since last year

What potential collaborations and partnerships does the organization have in the sustainability area? Indicate any connections to specific prioritized sub-areas or sub-goals.

BioInvent engages in multiple collaborations and partnerships that support its sustainability ambitions and broader societal impact. These collaborations connect directly to BioInvent's prioritized sustainability sub-areas and to the related SDGs (Health and Well-being; Sustainable Industry, Innovation and Infrastructure; Reduced Inequality; Global Partnerships). Key partnerships include:

- MSD (Merck Sharp & Dohme) – Clinical trial collaborations and delivery agreements to evaluate BI-1808 (anti-TNFR2) and BI-1910 (TNFR2 agonist) in combination with pembrolizumab (KEYTRUDA), and BI-1607 in combination with pembrolizumab and ipilimumab.

- AstraZeneca – Clinical delivery agreement for BI-1206 in combination with rituximab and Calquence (acalabrutinib) in NHL, extending BioInvent's collaboration with a major biotech company and accelerating development of innovative therapies (SDG 9; SDG 17).

- Transgene – BT-001 collaboration (oncolytic virus expressing anti-CTLA-4) with a joint development framework and a 50/50 economics arrangement. This exemplifies global, cross-company collaboration and shared risk in innovative modalities (SDG 17; SDG 9).

- CASI Pharmaceuticals – China/Korea/Taiwan license/co-development for BI-1206, enabling BioInvent to access and participate in large regional markets, illustrating global partnerships that support sustainable market access (SDG 17).

- Blood Cancer United Therapy Acceleration Program – BioInvent is selected as a partner in LLS TAP, receiving strategic funding and access to Blood Cancer United's expertise to accelerate NHL/CTCL programs. This collaboration reinforces social impact (health access) and demonstrates a global, collaborative approach to advancing therapies (SDG 3; SDG 17).

- Externally with CASI/other licensees and clinical partners – BioInvent maintains a portfolio of licensed and co-developed projects, illustrating ongoing collaborations that support responsible governance, risk sharing, and accelerated access to therapies (SDG 17).

- Sysav – Waste management and safe disposal
BioInvent works with Sysav for safe handling and destruction of hazardous laboratory waste, including chemical and infectious waste fractions. This collaboration supports BioInvent's environmental management and circular economy practices by ensuring proper hazardous waste treatment and regulatory reporting

- Nasdaq ESG Transparency Partner
BioInvent is listed as a Nasdaq ESG Transparency Partner. This partnership underscores the company's commitment to transparent ESG disclosure, alignment with recognized sustainability frameworks, and improved stakeholder communication. It supports governance and reporting improvements tied to BioInvent's prioritized areas by reinforcing transparent reporting practices and engagement with capital market stakeholders (ISO 26000: organizational governance; SDG 17).

Question 31

No changes since last year

What preparedness does the organization have for emergencies and for crisis management in the field of sustainability?

BioInvent maintains formal emergency preparedness as part of our environmental management and compliance with the Swedish Environmental Code (Miljöbalken). The key elements are:

- Emergency preparedness (nödlägesberedskap):
The environmental control program includes routines to report driftstörningar and accidents that could affect health or the environment to the relevant authorities.

- Responsibility and governance:
The program assigns environmental responsibility to the CEO for regulatory compliance and to the SVP of Technical Operations for operational oversight and internal control. This establishes clear lines of accountability for emergency response and regulatory reporting within BioInvent's integrated sustainability governance.

- Related controls and reporting:
The control program also covers ongoing incident reporting, containment, and follow-up, as well as handling of waste, chemical management, and process controls that can influence emergency situations. In addition, the organization conducts periodic inspections and maintains documented procedures for handling emergencies, including communications with authorities when incidents occur.

- Sustainability context:
BioInvent's sustainability governance includes ISO 26000 verification and Business Continuity Plan, illustrating formal governance around stakeholder engagement, risk management, and responsible business practices that underpin BioInvents approach to crisis management and resilience.

5.6 Evaluation of performance

Evaluation of performance

The answers to the questions in this area should provide a clear picture of the organization's ability to evaluate its sustainability work, for example, the use of reporting points based on international practices and regulations (see Appendix D).

Question 32

Must be answered every year

What metrics, KPIs, or similar are used to show the status of sustainability work? How are the prioritized areas followed up? Does the organization use any specific frameworks for monitoring or reporting such as ESRS, GRI, or others?

BioInvent tracks sustainability progress using a layered KPI approach organized across three broad areas: People, Environment, and Governance. The KPIs are embedded in BioInvent's integrated sustainability governance and are aligned to the four priority Agenda 2030 goals and to the ISO 26000 framework. The organization also positions its reporting in relation to VSME, while publicly highlighting ISO 26000 verification and Agenda 2030 alignment. Key points and examples are drawn from the 2024 sustainability materials and related control documents.

Social
- People (workforce and human capital)
  - Sick leave rate: 1.56 % (2025 Jan - Nov)
  - Diversity and gender mix: overall 72 % women, 28 % men; management level 68 % women, 32 % men (2025)
  - Headcount / workforce scale: BioInvent's 2025 FTE figure will be finalized in Q1 2026. As of year-end, the company employed 126 people, including 95 within R&D.
  - Employee engagement and wellbeing: regular pulse surveys to monitor psychosocial work environment and wellbeing, with follow-up actions as needed
  - Education/competences: high formal education levels (notably a large share with doctoral degrees);

Environment
The last available environmental report covers 2024. The report covering 2025 will be available 31st of March 2026.
  - Energy use and mix: total energy use is broken down as follows: district heating 570 MWh, district cooling 117 MWh, electricity 652 MWh (all in MWh, with energy sources described as renewable/ non-renewable mix as applicable)
  - Water use: water withdrawal is reported as 0 m3; process water use is very limited and mainly confined to offices and labs
  - Waste and hazardous waste: total waste 15 tonnes (2024); about 134 kg chemicals that has been discarded by Sysav. Ongoing efforts to minimize waste generation and improve recovery.
  - Emissions and air quality: GHG emissions total 491,958 tCO2e for 2024, with a breakdown by scope: Scope 1 = 0 tCO2e; Scope 2 = 16.47 tCO2e; Scope 3 = 475.489 tCO2e; emissions accounting aligned to GHG Protocol
  - Other environmental controls: energy efficiency measures (LED upgrade, replacement of older equipment), controls for process water and effluents, and documented BAT/CWW considerations in external environment documentation where applicable

Governance and compliance
  - ISO 26000 verification in 2024 and verified by an accredited third party; Nasdaq ESG

Transparency Partner
- Policies and codes: Code of Conduct and governance framework with board oversight and ESG committees; internal control framework and risk management processes tied to sustainability commitments
- Internal processes and risk management: formal internal control framework and risk assessments that cover sustainability commitments; governance mechanisms are integrated with business processes and leadership review

How the prioritized areas are followed up
- Four Agenda 2030 goals are used as the anchor for prioritization (SDGs 3, 9, 10, and 17). The sustainability program is planned, executed, and communicated in alignment with these goals, and progress is reflected in the annual narrative and governance discussions

- Governance and assurance
- The sustainability program is verified (ISO 26000) and monitored through the broader ESG governance structure, including board oversight and dedicated committees; progress is reviewed in leadership forums and through formal ESG reporting
- Operational follow-up and reporting cadence
- Regular KPI data are collected across People, Environment, and Governance and are reported in the sustainability materials and annual reporting
- Environmental metrics are integrated into the environmental control framework and external reporting; social indicators are monitored via pulse surveys and education metrics; governance indicators are tracked via policies, risk management, and verification outcomes
- Stakeholder engagement and transparency
- Engagement processes are described as part of governance and reporting; the ESRS/CSRD framing and ISO 26000 verification provide external assurance and alignment with EU expectations.

Frameworks and reporting approaches used
- ISO 26000 (Social Responsibility): Explicit ISO 26000 verification/verification status is highlighted as the basis for BioInvent's social responsibility governance and reporting
- Agenda 2030 / UN SDGs: Four targets are explicitly prioritized (SDG 3, 9, 10, 17) for 2024, guiding sustainability work and communications
- VSME as guiding reporting practice
- Nasdaq ESG Transparency Partner.

Question 33

Must be answered every year

Has the organization chosen to use any of the indicators linked to the selected global UN goals and sub-goals for sustainable development? If so, which ones? What did the results look like for these in the latest measurement?

Yes. BioInvent has chosen to use indicators linked to selected UN Global Goals (Agenda 2030). The company identified four goals as particularly relevant for 2024 and onward, and the indicators associated with them are used to monitor performance and progress. The four prioritized goals and corresponding indicators include:

- SDG 3: Good health and well-being
  - Indicators used: health and safety metrics for BioInvent's own workforce plus governance/human-rights related indicators. The SDG mapping also covers human-rights incident reporting within workers and value chains.
  - Latest results (2025): no confirmed serious human-rights incidents in the workforce or value chain . The company maintains a code of conduct for human rights and a staff complaint mechanism.

- SDG 9: Industry, innovation and infrastructure
  - Indicators used: energy use and greenhouse gas (GHG) accounting, progress on energy efficiency and circular-use of resources, and ISO 26000/ESG-related governance indicators. Specific metrics include total energy consumption by source and total GHG emissions (Scope 1/2/3) and related intensity data.

The latest available environmental report covers 2024. The report covering 2025 will be available 31st of March 2026.
- Energy use: district heating 570 MWh, district cooling 117 MWh, electricity 652 MWh (total approx. 1,339 MWh).
- GHG emissions (GHG Protocol): total 491,958 tCO2e;

Scope 1: 0 tCO2e;
Scope 2: 16.47 tCO2e;
Scope 3: 475.489 tCO2e.

- SDG 10: Reduced inequalities
  - Indicators used: diversity and inclusion indicators including gender representation in governance and workforce coverage by collective bargaining agreements, as well as pay-gap data where available.

Latest results (2025):
- Gender representation in the governing body: 40% women on the board (4 of 10); eight board-elected members include 3 women and 5 men.
- Equal-pay data: the wage gap data is acknowledged as available but no specific percentage is disclosed in the summary data; all employees in Sweden are covered by collective bargaining agreements

- SDG 17: Partnerships for the goals
  - Indicators used: governance, transparency, and collaboration indicators (ISO 26000 verification; Nasdaq ESG Transparency Partner; alignment with Agenda 2030 goals). This includes external assurance and partnerships that advance responsible business practices.

Latest results (2024):
- ISO 26000 verification achieved in 2024 (self-declared per SIS/TS2:2021 and verified by a 3rd party). Nasdaq ESG Transparency Partner is acknowledged. BioInvent identified four Agenda 2030 goals as prioritized for 2024 and onward (SDG 3, SDG 9, SDG 10, SDG 17).

Question 34

Must be answered every year

What did the latest follow-up of the organization's sustainability work show according to the selected KPIs and metrics, see questions 32 and 33?

Environment
The latest available environmental report covers 2024. The report covering 2025 will be available 31st of March 2026.
- Energy use and mix: total energy use is broken down as follows: district heating 570 MWh, district cooling 117 MWh, electricity 652 MWh, total approx. 1,339 MWh. (all in MWh, with energy sources described as renewable/ non-renewable mix as applicable). (total approx. 1,339 MWh).
- GHG emissions (GHG Protocol): total 491,958 tCO2e;
Scope 1: 0 tCO2e;
Scope 2: 16.47 tCO2e;
Scope 3: 475.489 tCO2e.

- Water use: water withdrawal is reported as 0 m3; process water use is very limited and mainly confined to offices and labs. Process water use is minimal and largely confined to offices and labs. A dedicated neutralization/ effluent handling approach is in place for process waters. In 2024, capacity and usage details include a cell culture medium consumption of 2,711 liters (with the annual allowance for cell culture media up to 300,000 liters in the year's permit).

- Waste and hazardous waste: total waste 15 tonnes (2024); about with 134 kg chemicals that has been discarded by Sysav. Ongoing efforts to minimize waste generation and improve recovery.
- Emissions and air quality: GHG emissions total 491,958 tCO2e for 2024, with a breakdown by scope: Scope 1 = 0 tCO2e; Scope 2 = 16.47 tCO2e; Scope 3 = 475.489 tCO2e; emissions accounting aligned to GHG Protocol

– Pollutants released to air, water, and land
- Air emissions: Emissions from BioInvent's operations are very limited. Main air fluxes identified are (i) carbon dioxide from cell culture activities and (ii) ethanol vapor from surface cleaning. The site uses a backup diesel generator for occasional testing. Overall, no large or off-site emissions are reported beyond these routine process emissions.

– Biodiversity footprint (sites near biodiversity-sensitive areas)
- Not applicable: BioInvent's biodiversity indicators are marked as Not Applicable for sites owned, leased, or managed in or near areas sensitive to biodiversity. There are no reported sites in or near biodiversity sensitive areas related to BioInvent's primary operations.
- Other environmental controls: energy efficiency measures (LED upgrade, replacement of older equipment), controls for process water and effluents, and documented BAT/CWW considerations in external environment documentation where applicable.

Social

- People (workforce and human capital)
  - Sick leave rate: 1.56% (2025 Jan - Nov)
  - Diversity and gender mix: overall 72% women, 28% men; management level 68% women, 32% men (2025
Gender representation in the governing body: 40% women on the board (4 of 10); eight board-elected members include 3 women and 5 men.
  - Equal-pay data: the wage gap data is acknowledged as available but no specific percentage is disclosed; all employees in Sweden are covered by collective bargaining agreements
- SDG 10: Reduced inequalities
  - Indicators used: diversity and inclusion indicators including gender representation in governance and workforce coverage by collective bargaining agreements, as well as pay-gap data where available.

  - Headcount / workforce scale: BioInvent's 2025 FTE figure will be finalized in Q1 2026. As of year-end, the company employed 126 people, including 95 within R&D.
  - Employee engagement and wellbeing: regular pulse surveys to monitor psychosocial work environment and wellbeing, with follow-up actions as needed

  - Education/competences: high formal education levels (notably a large share with doctoral degrees);

Governance and compliance
  - ISO 26000 verification in 2024 and verified by an accredited third party; Nasdaq ESG Transparency Partner

  - Policies and codes: Code of Conduct and governance framework with board oversight and ESG committees; internal control framework and risk management processes tied to sustainability commitments.

  - Internal processes and risk management: formal internal control framework and risk assessments that cover sustainability commitments; governance mechanisms are integrated with business processes and leadership review

- SDG 17: Partnerships for the goals
  - Indicators used: governance, transparency, and collaboration indicators (ISO 26000 verification; Nasdaq ESG Transparency Partner; alignment with Agenda 2030 goals). This includes external assurance and partnerships that advance responsible business practices.

Question 35

Must be answered every year

Has internal audit been conducted in the organization itself and how have any deviations been handled?

BioInvent has not established a separate internal audit (internrevision) function for its own organization. The company relies on an integrated system of governance, controls, and risk management, overseen by the Board and its committees.

- The Board reviews the need for an internal audit function on an annual basis. As of 2024, the Board concluded that there is no current need for a dedicated internal audit function, and this assessment is repeated annually.

- Deviations or deficiencies in internal controls are handled within BioInvent's established governance processes. The corporate governance framework includes an Audit Committee that oversees internal controls, risk management, and financial reporting, and deviations are reported and remedied according to defined procedures.

Question 36

Must be answered every year

Has a review been conducted with, or by, stakeholders in the value chain, or both? Have any deviations been addressed?

Yes. BioInvent has had external oversight of its sustainability performance in 2024 through ISO 26000 verification conducted by an accredited third party.

In addition to this external verification, BioInvent's governance and supplier/partner engagement practices (e.g., strategic collaborations and delivery agreements with MSD, AstraZeneca, Transgene, etc.) support responsible management of the value chain, including supplier oversight and contractual requirements. There has not been any deviations during the period.

Question 37

Must be answered every year

What conclusions has the management drawn about the results and effectiveness of the sustainability work in connection with the latest follow-up? As a consequence, have there been any reprioritizations in the sustainability work, for example, a change of selected sub-areas or sub-goals, and if so, which ones? If the answer is yes, how have the deprioritized areas been handled?

BioInvent's leadership notes that sustainability work is being continued and intensified to align with upcoming CSRD/ESRS regulatory requirements.

The 2024 follow-up evaluated the program and concluded that sustainability activities should be continued and deepened to meet evolving regulatory demands.

- The company identified four Agenda 2030 goals as priorities for 2024: Goal 3 – Good Health and Well-being; Goal 9 – Industry, Innovation and Infrastructure; Goal 10 – Reduced Inequality; and Goal 17 – Partnerships for the Goals. This prioritization reflects leadership's focus on the most material sustainability topics for the year.

- For 2025, the focus has been on performing a Double Materiality Assessment (DMA and on data and measurement. But also to map material topics to ESRS areas, as well as identify datapoints linked to the VSME standard (Basic and Comprehensive Modules). The aim is to prepare for regulatory obligations and provide stakeholders with relevant data across the value chain. This includes linking metrics to VSME datapoints and continuing the integration of ESRS-relevant topics into governance and reporting.

- External validation and partnerships: BioInvent has received acknowledgement from the Nordic Business Diversity Index 2024 and serves as an ESG Transparency Partner with Nasdaq, underscoring external validation of its sustainability posture.

- Deprioritized sub-targets: In 2025 the emphasis is on CSRD/ESRS readiness (DMA and ESRS mapping) and VSME-linked data. Consequently, non-prioritized topics are not the primary reporting focus for 2025/2026 but will remain within the organization's governance and risk-management framework. They will be revisited in future materiality assessments and reported where relevant, consistent with ongoing sustainability governance and policy commitments.
- Handling of deprioritized areas: These areas will continue to be monitored through existing governance structures and risk management processes. They may be included in future reporting if materiality warrants it, but they have not been the central focus of the 2025 plan.

Question 38

Must be answered every year

To the extent that this sustainability statement is to function as a sustainability report according to national law or international standards, are there any commitments, or activities linked to such commitments, that have not been declared or answered above? If the answer is yes, please provide additional information here.

No. However, BioInvent operates in a regulated environment and is subject to regular oversight and audits by competent authorities. Specifically:

Environmental Oversight: The municipal environmental authority, in Lund, is the primary supervisor overseeing BioInvent's adherence to its control programme and environmental conditions. The company's control programme is approved by the City of Lund.

Medicinal Products & GMP Compliance: The company undergoes routine inspections by the Swedish Medical Products Agency to ensure compliance with Good Manufacturing Practice (GMP) standards. A recent inspection (December 2025) confirmed that BioInvent maintains an acceptable level of GMP compliance for the manufacturing of biological bulk products and investigational medicinal products for clinical trials.

Agricultural & Biosafety Oversight: BioInvent is monitored by the Swedish Board of Agriculture regarding the handling of animal by-products (ABP) used in research and diagnostics. Regular controls ensure the traceability and safe handling of biological materials in accordance with European biosafety regulations.

5.7 Improvements

Improvements

The answers to the questions in this area should clarify the organization's continuous improvement work.

Question 39

Does the organization use any specific method or approach to identify, manage, and follow up on improvements? If the answer is yes, which ones?

Yes. BioInvent uses several structured methods to identify, govern, and follow up improvements across the organization. The main approaches are:

- Governance framework for improvement oversight
  • An active board and executive management with clearly defined governance bodies, including a Revisionsutskott (Audit Committee), Ersättningsutskott (Remuneration Committee), and an R&D-utskott (R&D Committee). These committees oversee strategy, performance, and continuous improvements related to scientific, regulatory, and operational activities.
  • Regular review of performance against strategic and milestone targets in the clinical development portfolio and related partnerships.

- Integrated internal control and risk management for ongoing improvements
  • A formal internal control system (including risk management) governing financial reporting and broader business risks, with ongoing monitoring, reporting to the board, and annual evaluations. This framework supports continuous improvements in processes, controls and compliance.

- ISO 26000-based sustainability program and ongoing improvements
  • BioInvent is ISO 26000 verified, reflecting its commitment to social responsibility and continuous improvement in ESG practices. The verifier report identify improvements for BioInvent. These improvements are then prioritized in the ESG-leadership group and tracked across environmental, social and governance aspects.

- Comprehensive environmental control program (Kontrollprogram) with structured improvement loops
  • A formal Kontrollprogram (environmental control program) that covers administration, process descriptions, organization, chemical management, energy and water use, emissions to air and water, waste, nuisance controls, incidents, inspections, and BAT (best available techniques) conclusions. The program is reviewed/updated periodically and is used to identify, implement and follow up improvements, including annual environmental reporting and BAT status updates.

- Operational improvement initiatives and reporting mechanisms
  • Site-level improvements such as energy efficiency (LED lighting upgrades, equipment replacements), efficiency of process utilities and centralized monitoring (SCADA), along with emergency preparedness and routine inspections, are described as annual improvement actions in the environmental program and in the environmental report.
  • Transparent, regular reporting to external authorities and internal stakeholders, and explicit follow-up of any deviations or improvements needed (as part of the Kontrollprogram and ISO 26000 framework).

- People and ethics as drivers of improvement
  • A code of conduct, whistleblower protections, collective bargaining and HR dashboards (e.g., pulse surveys, sick leave, diversity metrics) feed into improvement actions around culture, working conditions and leadership development.

- External collaboration and IP/partnership improvements
  • Continuous improvement is supported by partnering activities (licensing, co-development, manufacturing agreements) that bring in new practices and standards, and are tracked via program milestones and governance oversight.

Question 40

Must be answered every year

Have there been any further improvements in sustainability efforts that have not already been mentioned, if the answer is yes, which ones?

No.

Question 41

Must be answered every year

How are complaints from stakeholders handled and used in the ongoing improvement work (for example, results from stakeholder dialogues or complaint cases)?

BioInvent handles stakeholder concerns and complaints through formal, governance-driven processes that are integrated into continuous improvement across the organization. The key channels and how they feed the improvement loop are as follows:

- Whistleblowing channel and committee for misconduct and policy breaches
  - Safeguards and data handling: The policy outlines confidentiality protections, anti-retaliation commitments, and data protection measures for personal data, with retention and processing rules spelled out in the policy appendices.
- Environmental and compliance complaints and continual improvement in operations

How complaints and feedback contribute to the broader improvement cycle
  - The organization maintains an integrated approach to improvement through governance and risk management, with explicit processes to capture, assess, and respond to concerns and non-conformities raised by stakeholders (internal or external). This includes board and management oversight, annual reviews of policies and controls, and updates to environmental and quality systems following identified issues.
  - In practice, this means that feedback from whistleblowing investigations and environmental/operational complaints can trigger policy revisions, control enhancements, training updates, and process optimization as part of BioInvent's ongoing improvement efforts.

Data protection and retention considerations
  - BioInvent's whistleblowing and related procedures include explicit data protection and retention provisions to protect individuals' privacy and to ensure that personal data are handled lawfully and securely during investigations. Retention and access are described in the Whistleblowing policy and its Appendix, ensuring compliance with applicable data protection laws while allowing thorough follow-up.

Question 42

Must be answered every year

Is there any additional information about the organization's sustainability work that is important to share in order for a reader of the sustainability declaration to get a complete and accurate picture of the organization's work with social responsibility in order to maximize its contribution to sustainable development? If the answer is yes, please provide additional information here.

BioInvent applies practical circular economy measures focused on reducing resource use and diverting waste from disposal. We maintain a comprehensive waste management system where plastic, glass, metal, electronics, and batteries are sorted for recycling, and food waste is collected for composting.

We also recover and hand over hazardous and chemical waste for specialist destruction, and reuse or refurbish equipment and furniture where feasible. IT equipment is sent for reuse/recycling through dedicated take-back schemes, while paper and cardboard are collected for recycling. In procurement and maintenance, we prioritize energy-efficient replacement of older equipment. We also work with our landlord to optimize building energy systems and utilities.

Chemical use is actively managed via a centralized chemical database used for substitution and inventory control to reduce hazardous inputs. These measures are embedded in daily routines, reported in our environmental monitoring and self-monitoring programmes, and supported by third-party waste handlers and the property owner’s shared recycling systems to ensure safe, traceable, and environmentally preferable handling across the value chain.