



BeyondSpring

ESG Report 2022



CONTENTS

Introduction 2

CEO Letter 2

Corporate Overview 4

Our Approach to ESG 4

Materiality Assessment 5

Environmental..... 6

Environmental Management 6

Waste Management 6

Energy Management 7

Water Management 9

Climate Change & GHG Emissions 9

Social 10

Our People 10

Talent Acquisition, Retention and Development..... 10

Diversity, Equity and Inclusion 10

Employee Health and Safety 11

Product Quality and Safety 12

Research & Clinical Trial Standards..... 12

Suppliers 12

Data Privacy & Cybersecurity 13

Governance 14

Corporate Governance 14

Business Ethics & Compliance 14

Risk Management..... 15

Appendix..... 16

Introduction

CEO Message

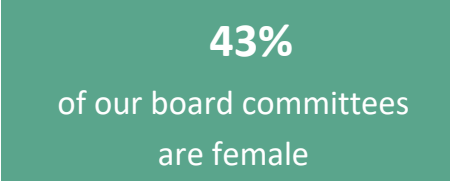
Dear Fellow Stakeholders,

At BeyondSpring, we adhere to a science-driven approach in our endeavors as a biopharmaceutical company with a global presence. Our actions are guided by our dedication to developing innovative medicines that enhance the lives of patients with unaddressed medical needs. We have an unwavering commitment to advance the drug discovery platform at BeyondSpring’s subsidiary, SEED Therapeutics, and progress the development of our primary asset, Plinabulin, at BeyondSpring.

At SEED Therapeutics, we are dedicated to utilizing unique molecular glue platform in targeted protein degradation field to develop innovative medicine for over 70% of undruggable targets, especially neuro-degenerative diseases. In the case of Plinabulin advancement, BeyondSpring is committed to uncovering its immune enhancing Mechanism of Action (MoA) and develop it into a “pipeline in a drug,” currently in regulatory NDA filing stage.

We are built on a foundational set of values: **Respect; Fun; Quality; Efficiency; Perseverance; Collaboration.** We strive for long-term sustainability of our business and the health of our broader communities.

- *Inclusion:* Every employee feels included, inspired, confident that they are seen, heard, and valued. We actively encourage and facilitate open communication from all team members, whether in large or small settings, within or outside of work-related contexts. Additionally, we highly encourage, value, and consider the opinions shared by our employees, collaborating with them to implement actionable solutions.
- *Equity:* We are committed to continuing our efforts to create a workplace that values and reflects pay and gender equality and racial diversity. We are pleased to share that we have fostered a work environment that encourages notable percentages of female employees and minority ethnicities.



Percentages as of June 2023

- *Charity:* We strongly believe in the importance of supporting and giving back to the communities we serve. We are proud to have maintained our commitment to charitable giving and community service, prioritizing these principles as a core aspect of our mission. In both 2021 and 2022, we successfully organized company-wide donation events for organizations including the American Red Cross, Red Cross, Columbia University Asian Faculty Association, and St. Jude Children’s Research Hospital.

We recognize that protecting the environment is a crucial responsibility for all individuals such as our patients and people in our organization, as it does not only affect our business practices, but also enhances better outcomes for our patients and promotes public health for people in our communities. To ensure we are actively contributing to this cause, we have established specific goals that reinforce our commitment to environmental preservation. The key initiatives include but are not limited to strong oversight of our vendors in supply chain management and clinical research organization, and implementation in energy and waste management in our global locations.

It is with great privilege that I present to you our Environmental, Social and Governance (ESG) report for the year 2022. As we continue to move forward with our sustainability agenda, our interaction with you, our stakeholders, remains ongoing and we are pleased to address any input you provide. I would like to thank you for your continued support and encouragement.



Lan Huang Ph.D.
CEO, Co-founder & Chairman, BeyondSpring

Corporate Overview

We are a global clinical-stage biopharmaceutical company focused on developing innovative cancer therapies to improve clinical outcomes for patients with high unmet medical needs. Our first-in-class lead asset, Plinabulin, is being developed as a potential “pipeline in a drug” in various cancer indications as a direct anti-cancer agent and to prevent Chemotherapy Induced Neutropenia (CIN). We are also developing three small molecule immune agents, currently in preclinical stages. Additionally, our subsidiary SEED is utilizing a unique Targeted Protein Degradation (TPD) platform, or “molecular glue” technology, to develop innovative therapeutic agents from internal research and development efforts and from collaboration. SEED is collaborating with Eli Lilly to discover and develop new chemical entities through this unique TPD platform that could produce therapeutic benefits.

Our Approach to ESG

We are committed to creating groundbreaking cancer therapies that enhance clinical outcomes for patients with high unmet needs. Our values and mission deeply influence our approach to ESG, as we aim to make a positive impact on our global workforce, the environment, and society, as well as the communities where we operate. In 2021, as we embarked on our ESG journey, we also established our six core values: Respect, Fun, Quality, Efficiency, Perseverance, Collaboration. These serve as a cohesive commitment for our company and a solid foundation for our ESG strategic priorities.

To ensure effective implementation of our ESG strategies, our management oversees and provides guidance to ESG internal working group, which is composed of team leads from key functions of our company and closely interacts with key internal and external stakeholders to drive forward ESG initiatives. Our key ESG priorities include but are not limited to Ethics and Conduct of our CRO and Supply Chain Management vendors, Research and Clinical Standard, Diversity and Inclusion, Employee Engagement and Environmental Sustainability. As we make progress on our ESG priorities, we remain committed to effectively managing ESG risks, including compliance with local regulations while also serving the interests of our shareholders.

Materiality Assessment

To help us identify our company-wide ESG value drivers, we worked with an independent consultant from Nasdaq Corporate Solutions' ESG Advisory practice to conduct the company's first ESG materiality assessment in 2022 (See Figure 1). This assessment consisted of a benchmark review of peers and of leading ESG frameworks and ratings in addition to a series of in-depth interviews and surveys designed to help us identify the topics that are most relevant to the company's internal and external stakeholders and most impactful to the business from an ESG perspective. The assessment output helped us to identify the following topics as high priority ESG topics for this reporting period: Access to Medicine, Product & Service Safety, Diversity/Equity/Inclusion, Supply Chain Management, Employee Engagement & Satisfaction, Employee Recruitment, Development & Retention, Board Composition, Business Ethics, Whistleblower Program and Bribery & Corruption.

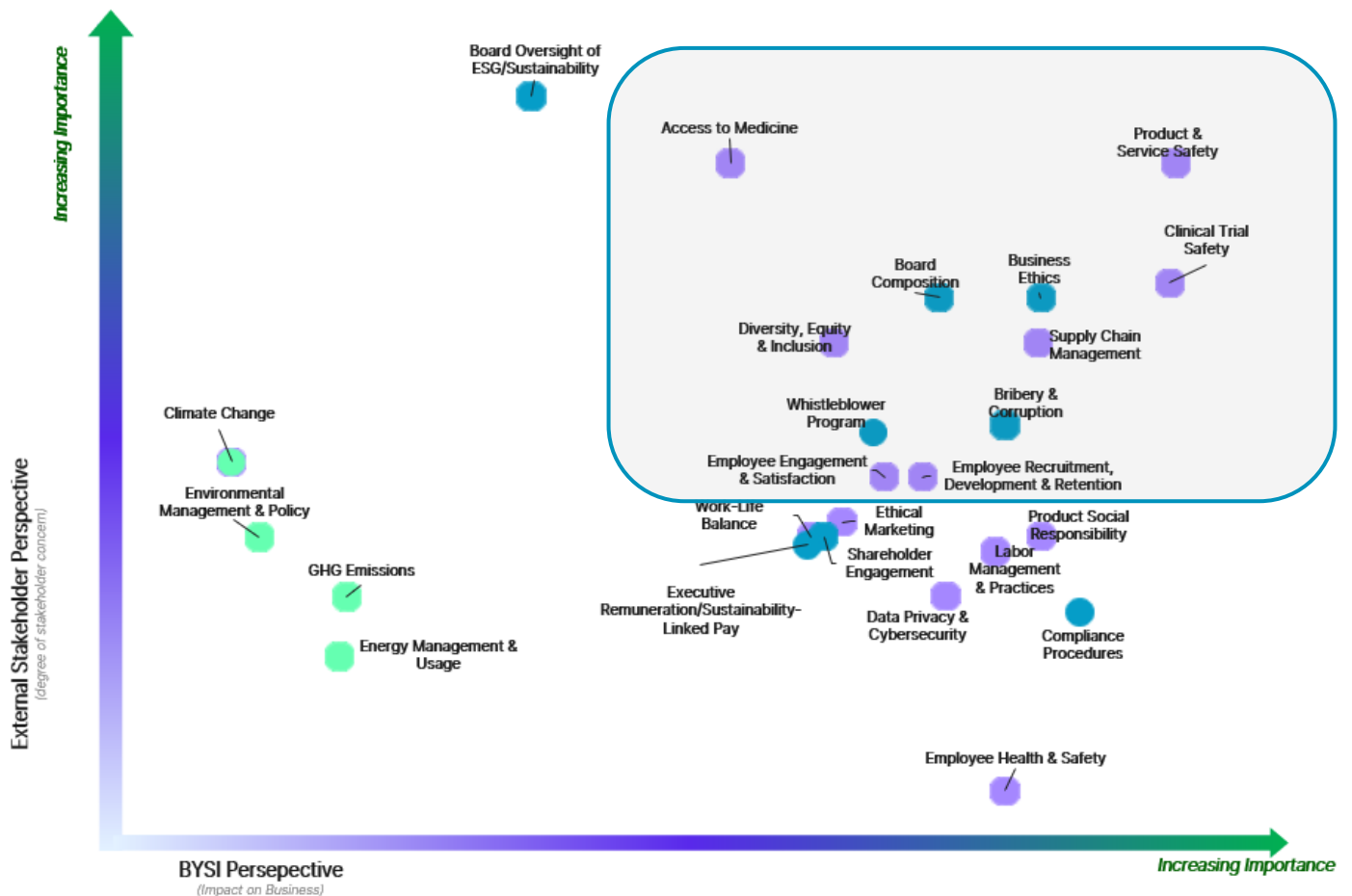


Figure 1: Materiality Matrix

ENVIRONMENTAL

Environmental Management

We conduct business in an environmentally responsible way. Our goal is to minimize and, if possible, eliminate the use of any substance or material that may cause environmental damage, reduce waste generation, dispose of all waste through safe and responsible methods, minimize environmental risks by employing safe technologies and operating procedures and stay prepared to respond appropriately to accidents and emergencies.

While we understand the negative environmental impacts of our business to be minimal, we recognize the risks posed by global climate change and support efforts from businesses and governments across the world to address this pressing issue. This has led to our high standards when partnering with a vendor, treating it more as a collaboration between parties that hold similar values. Our collaboration with our manufacturing vendors and lab operation management aligns with these values to limit the carbon footprint in an environmentally responsible way.

Waste Management

To ensure proper and effective waste management, we have collaborated closely with Pharmaceuticals International Inc. (Pii), a contract design and manufacturing organization responsible for manufacturing a variety of drug dosage forms, including solid, semi-solid, liquid, and aseptic filling. Pii has established specialized areas for handling potent and hazardous compounds, such as manufacturing containment suites and waste collection sites, with separate ingress and egress for personnel and materials. To maintain strict control over operations, Pii has established standard operating procedures governing room setup, cleaning, sample handling, restricted access, gowning/de-gowning and the use of mist showers. In compliance with its procedures, Pii collects, labels, stores, arranges transportation and properly disposes of universal hazardous waste. Pii employs a dedicated Environmental, Health and Safety Officer to ensure compliance with applicable regulatory requirements. As our primary vendor for drug manufacturing, Pii is committed to upholding our high standards for waste management.

In addition to our office space occupancy in New York City, our subsidiary SEED Therapeutics has completed construction of a lab space at Pennsylvania which has been

in full operation since June 2022 (See Figures 2, 3, and 4). SEED's staffs adhere to beliefs on waste management and operate according to the following procedures:

- Reducing waste in the labs by implementing reusable glassware and recycling initiatives to save hundreds of pounds of plastic consumables every fiscal quarter
- Miniaturizing our drug screening efforts and using state of the art equipment we are investing in greener strategies than our Big Pharma competitors and significantly cutting waste
- Reducing our value-chain emissions by seeking out life science suppliers with similar environment vision and standards



Figure 2: General Laboratory Space



Figure 3: Cell Culture Facilities

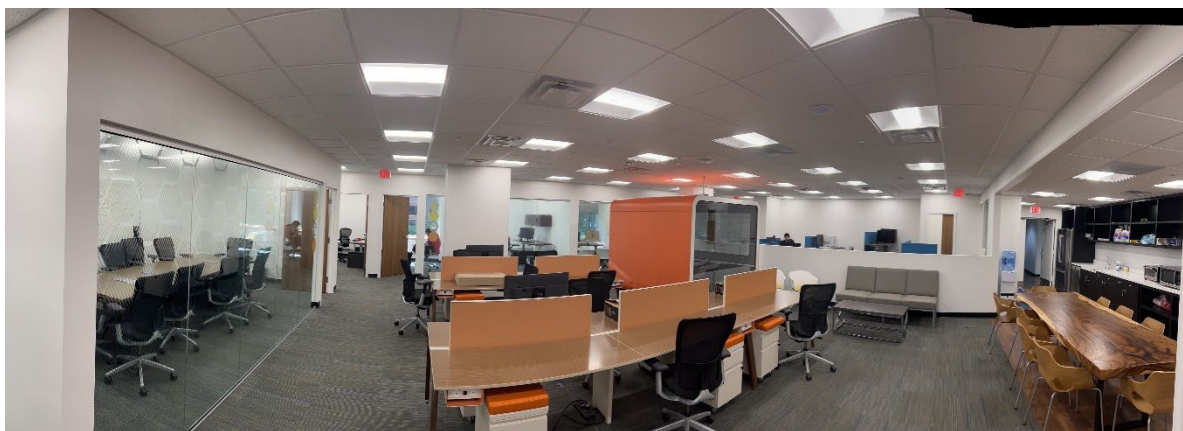


Figure 4: Office Space

Energy Management

As a tenant of 28 Liberty (Fosun Plaza), we have partnered with building management to operate in a responsible manner, focusing on minimizing energy consumption and promoting the safe, efficient, and responsible use of global resources. The building

management together with its tenants including BeyondSpring have implemented the following key programs and set short-term goals to make progress in energy conservation:

- We have installed LED lighting on all new floors (about 50 floors), including stairwells and most of the mechanical rooms.
- We have replaced all 60 fans and pumps with variable frequency speed drives (VFDs)
- We have replaced approximately 10 out of 40 supply-and-return air dampers with new dampers controlling the amount of outside air brought into the building, which needs to be cooled and heated. The rest are scheduled to be replaced before 2030.
- We have access to Legend electrical platform that allows us to monitor electrical power being used in real-time and can plan for less consumption accordingly.
- We are reviewing replacing our steam hot water heaters with electric and anticipating completing in the next two years.
- We are considering adding free cooling which will allow us to air-condition the building during shoulder months without running a major chiller.

BeyondSpring is currently practicing a hybrid work model which requires employees to be in the office for 2 days and work from home for 3 days a week. This hybrid model has effectively helped the company reduce energy consumption of the office space with employees reducing their in-office time by more than 50%.

In addition, SEED Therapeutics is enforcing the strategies below on energy management:

- Observe how staff use energy by examining their procedures and behaviors and identifying no- and low-cost operations and maintenance improvements that deliver energy savings
- SEED's leaders and scientists help to identify and implement foundational elements for energy-saving improvements
- Learn from industry energy experts, problem-solve and collaborate with peers in action-oriented meetings and discussions monthly
- Engage employees
- Track progress toward goals of savings

Water Management

As a tenant of 28 Liberty (our New York Office space), we are currently unable to track water consumption; this poses a challenge for understanding our usage and identifying areas for improvement. Despite our limited knowledge of water consumption, we have been in close contact with building management to understand ways to improve this situation in the future.

As for our Pennsylvania Lab, below are steps we take for water management:

- Improve water system assessment and maintenance
- Develop a laboratory water conservation plan and work with employees to educate them about water conservation
- Regularly assess laboratory processes using water-consuming systems: Check for leaks and study utility bills to see if there have been any spikes in water usage
- Efficiently operate water-intensive machinery
- Installation of high-efficiency bathroom fixtures, such as waterless urinals
- For select Bio-processing systems, SEED has implemented water recycling and water

Climate Change & GHG Emissions

As climate change and its effects are expected to worsen the impact of harmful diseases, we are committed to leveraging our scientific expertise to drive innovation, reduce energy use and emissions, and contribute to fostering a more sustaining planet. Our efforts to achieve our energy and GHG emissions targets are currently underway across our global facilities, including our vendors' labs and production sites and offices. Our climate change strategy is founded on recognizing our responsibility as citizens of the planet and as a healthcare-based multinational corporation. We aim to follow scientific evidence and leverage technology and expertise to tackle pressing business challenges such as reducing resource depletion, carbon emissions, energy consumption and waste generation. Being a science-based company, we recognize the importance of learning from scientific experts and data, which suggest that climate change can aggravate the severity and frequency of health issues and can lead to unexpected health problems in new areas.

SOCIAL

Our People

We are a biopharmaceutical company with a presence in the United States. The team in the US is composed of highly skilled and dedicated professionals who bring a range of expertise and experience to the development of innovative cancer therapies. We are committed to attracting and retaining top talent in the biopharmaceutical industry and fostering a culture of collaboration, inclusivity, and employee growth and development. Diversity is an essential component of our team, and we actively seek to recruit and retain employees from a range of backgrounds, experiences, and perspectives. By leveraging the diverse perspectives and unique backgrounds of our team, we are well-positioned to advance our mission of improving cancer care and making a positive impact on the lives of patients.

Talent Acquisition, Retention and Development

Our Talent Acquisition, Retention, and Development strategy focuses on attracting and retaining top talent, promoting diversity and inclusion, and providing opportunities for employee growth and development. We offer competitive compensation packages, flexible work arrangements, and ongoing training and development programs for all employees. By prioritizing employee recognition and appreciation, fostering a collaborative culture, and providing opportunities for new challenges and responsibilities, we are creating a positive and productive work environment. Meanwhile, we implement semi-yearly and year end performance review for employees and mentorship programs. These help employees throughout our company with goal setting and self-development.

Diversity, Equity, and Inclusion

We are committed to promoting diversity, equity, and inclusion within its workforce and have established a number of initiatives and programs to support this goal. These include offering regular unconscious bias and diversity training to all employees. To guide efforts in diversity and inclusion area, we host companywide events to celebrate festivals from different regions throughout the year and encourage employees to introduce their cultures during all employee meetings.

Employee Engagement

We offer wellness initiatives aimed at promoting employee well-being and work-life balance. These initiatives include a health and wellness program that offers resources and support for physical and mental health from a partnered platform, as well as flexible work arrangements that allow employees to balance their work and personal commitments.

In addition to recognition and wellness initiatives, we also place a strong emphasis on team building and collaboration. We offer regular team-building activities and events, as well as opportunities for employees to participate in cross-functional projects and initiatives like brief introductions from different departments at bi-weekly all employee meetings. This approach fosters a sense of community and collaboration within the organization and helps employees to feel connected to the company's mission and values.

We also place a strong emphasis on career development and growth opportunities for its employees, such as regular training and development programs, as well as opportunities for employees to take on new responsibilities to advance their careers within the organization. This approach helps to promote employee engagement and retention, as well as ensuring that the company has the talent and resources necessary to achieve its long-term goals.

Overall, our employee engagement strategy is designed to promote a positive and productive work environment that supports employee well-being, collaboration, and growth.

Employee Health and Safety

We prioritize the health and safety of its employees by implementing anti-harassment policies and practices to promote a safe and healthy work environment. Our employee health and safety strategy focuses on hazard identification, incident reporting and risk management, workplace wellness, compliance with regulations, and open communication channels. By investing in employee health and safety, we foster a positive and productive work environment that supports employee well-being and enables the development of innovative cancer therapies.

Product Quality and Safety

We are committed to developing safe and effective medicines with predetermined quality characteristics that comply with applicable regulatory requirements and commitments. Where we choose to outsource any activities throughout the drug development process, our personnel will ensure the process is maintained in compliance with all applicable regulatory requirements.

Our Executive Management has overall responsibility for the Quality Management System (QMS) with routine functions carried out by the appropriate levels of departmental and quality management. Elements on our QMS include:

- A fully documented Quality Management System (QMS) which ensures compliance with regulations and standards and controls all activities related to quality and patient safety
- Qualified, experienced, and continuously trained personnel
- Continuous improvement of the systems and controls used to ensure product quality and patient safety.

Research & Clinical Trial Standards

We aim to ensure that the vendors that we partner with adhere to Good Clinical Practices (GCP) and The International Council Harmonisation of Technical Requirements for Pharmaceuticals for Human use (ICH) standards as the very minimum and have additional oversight to ensure that the safety of the patient is the priority. Our R&D team works with all departments to conduct a thorough review of the scope of work as well as the vendor experience. This may include pre-qualification, prior history, audits, and review of the company's standard operating procedures. This process allows the various departments to review, present their concerns and ensure that the vendor is aligned with the scope of the work.

Suppliers

One of the key aspects of our social responsibility is how we manage our relationships with our suppliers. We are committed to ensuring that our suppliers adhere to the highest standards of Environmental, Social and Governance (ESG) performance. We recognize that our suppliers are essential partners in our value chain, and we strive to

uphold high standards of ethical conduct, environmental protection, and human rights in our procurement practices. We seek to collaborate with our suppliers on innovative solutions to create shared value for our business and communities. Suppliers are evaluated, reviewed, and audited periodically to ensure that contracted services conform to BeyondSpring quality requirements, contractual obligations and required regulatory compliance. Suppliers are assessed such that the type and extent of qualification, control, review, and audit of their contracted services are dependent on the impact they may have on the quality and integrity of the data and services provided. Qualification audits are conducted every 2 years by us, on key suppliers, in order to determine vendor's compliance with applicable protocols and to evaluate the conduct of study according to the requirements.

Data Privacy & Cybersecurity

We are dedicated to preserving the privacy and confidentiality of the personal and corporate information that we receive and manage. To ensure this, we have implemented robust systems and controls that maintain the confidentiality, integrity, and availability of the information we handle. The protection of data is a shared responsibility, and our employees and partners play a vital role in ensuring data security. We provide regular trainings to all employees and contractors on privacy and information security policy, code of business conducts, privacy policy and current risk and trends to ensure that they understand their roles and responsibilities in data security and privacy. The purpose of our implemented systems and controls are designed to ensure that:

- Processes are in place to proactively identify system weakness, manage and implement actions to prevent occurrence of problems
- Requests are well-received and ultimately material information are disclosed appropriately
- All employees and vendors' privacy are protected by anonymizing their personal data
- The reporting of security incidents and management of privacy are effectively implemented
- There are monthly updates on risk management status and Information Security Awareness program to Executive Management

GOVERNANCE

Corporate Governance

We recognize that rich and cognitively diverse boards bring rich business outcomes. We have built our board of directors based on their industry leading experience and qualifications, with a focus on maintaining diversity and inclusion. Below is our board diversity matrix. We use gender and demographic background as proxies to measure cognitive diversity. As of June 2023, we are proud to disclose that 43% of our board members are female and 57% of our board members are other ethnicities.

Board Diversity Matrix (As of June 2023)		
Total Number of Directors	7	
Part I: Gender Identity	Female	Male
	3	4
Part II: Demographic Background	White	Other Ethnicities
	3	4

Business Ethics & Compliance

Our Board of Directors has adopted a [Code of Ethics and Business Conduct](#) (Code) that provides a clear framework on which to base decision-making and details what is expected from each of us to maintain the highest standards of responsibility, transparency and commitment. The Code applies to all directors, officers and employees of the company and its wholly owned subsidiaries. Agents and contractors of the company are also expected to read, understand, and abide by this Code.

We are committed to continuously reviewing and updating our policies and procedures. We require employees to complete the following compliance training for onboarding and periodically thereafter.

Whistleblower Program

The purpose of this policy is to encourage the fair and accurate reporting of the company’s financial results, to deter, detect and prevent irregularities with respect to accounting policies, internal accounting controls or auditing matters and to encourage employees to communicate suspected violations of law or company policies to responsible parties, without fear of reprisal. The Audit Committee, or its designee, will be responsible for the approval, maintenance, enforcement, and administration of this policy. The Audit Committee, or its designee, will ensure that this policy is broadly

distributed to the Participants and is made available to related parties, including, but not limited to, customers and suppliers with whom the company does, or may do, business. Only the Board may amend or modify this policy. Policy can be found on [the company's website](#).

Bribery & Corruption

We understand that the company's continued growth and success depends in large part upon the trust and confidence of its stakeholders, potential investors, and research patients all over the world. We are therefore committed to conducting business in compliance with all applicable laws and in accordance with the highest ethical standards and prohibit all forms of bribery and corruption.

We have procedures and [Code of Ethics](#) in place to guide and train employees and stakeholders to understand that obeying the law is the foundation upon which the company's ethical standards are built and therefore mandatory. This training also includes an overview of the applicable laws and procedures to seek clarifications when there are potential conflicts.

Risk Management

The Board of Directors sets high standards for the company's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the company's business. To fulfill its responsibilities and discharge its duty, the Board of Directors follows the procedures and standards set forth in these guidelines, which can be found on [the company's website](#).

Management is responsible for the day-to-day management of risks we face, such as risks relating to our financial condition, research, development, operation, strategic direction, intellectual property. Our Board of Director committees have responsibility for the oversight of risk management.

In 2017, our Board established three standing committees: Audit Committee, Compensation Committee, and Nominating & Corporate Governance Committee. Each of these committees is responsible for different aspects of risk management. The charter of each of these committees can be found on [the company's website](#).

APPENDIX

Health Care Sector & Biotechnology and Pharmaceuticals Industry

At BeyondSpring, we strive to be transparent with our stakeholders and provide useful disclosures to our investors. We do this to demonstrate our commitment to being accountable for how we operate. Currently, our product is under development, therefore most of the SASB metrics or topics do not apply to our business as they are developed for companies with commercialized products (marked “N/A” below). We will continue to evolve and grow to be leaders in the space of ESG disclosure.

Data and information disclosed are sourced from BeyondSpring Form 20-F and from our web disclosures. We are working on closing existing data gaps as our business matures.

An overview of our assessment of the company’s alignment with SASB (updated May 2023) can be found below:

Code	Accounting Metric	2021 Response / Reference	2022 Response / Reference
SAFETY OF CLINICAL TRIAL PARTICIPANTS			
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	N/A. We and our Contract Research Organizations are required to comply with Good Clinical Practice requirements, which are regulations and guidelines enforced by the FDA, NMPA, EMA and other comparable regulatory authorities for all drugs in clinical development.	
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Zero.	
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Zero. 2021 20-F Legal Proceedings (F-42, P228)	Zero. 2022 20-F Legal Proceedings (F-40, P231)
ACCESS TO MEDICINES			
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	N/A. Our drug is not commercialized.	
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	N/A. Our drug is not commercialized.	

AFFORDABILITY & PRICING		
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	N/A. Our drug is not commercialized.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	N/A. Our drug is not commercialized.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	N/A. Our drug is not commercialized.
DRUG SAFETY		
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	N/A. Our drug is not commercialized.
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	N/A. Our drug is not commercialized.
HC-BP-250a.3	Number of recalls issued, total units recalled	N/A. Our drug is not commercialized.
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	N/A. Our drug is not commercialized.

HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Zero. 2021 20-F Good Manufacturing Practice (P101), Manufacturing & Supply (P111)	Zero. 2022 20-F Good Manufacturing Practice (P104), Manufacturing & Supply (P117)
COUNTERFEIT DRUGS			
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	N/A. Our drug is not commercialized.	
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	N/A. Our drug is not commercialized.	
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	N/A. Our drug is not commercialized.	
ETHICAL MARKETING			
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Zero. 2021 20-F Legal Proceedings (F-42, P228)	Zero. 2022 20-F Legal Proceedings (F-40, P231)
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	N/A. Our drug is not commercialized.	

EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION			
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	2021 20-F Human Capital Resources (P141)	2022 20-F Human Capital Resources (P146)
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	We do not report.	
SUPPLY CHAIN MANAGEMENT			
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	We do not report.	
BUSINESS ETHICS			
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Zero. 2021 20-F Legal Proceedings (F-42, P228)	Zero. 2022 20-F Legal Proceedings (F-40, P231)
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Code of Ethics and Business Conduct (PP4,5)	
ACTIVITY			
HC-BP-000.A	Number of patients treated	N/A. Our drug is not commercialized.	
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	2021 20-F Our Pipeline (P80)	2022 20-F Our Pipeline (P83)

Cautionary statements regarding forward-looking statements

The ESG Report provided herein includes forward-looking statements. Forward-looking statements can be identified by the use of future tense or other forward-looking words such as "believe," "expect," "anticipate," "should," "may," "strategy," or other similar terminology. These forward-looking statements are valid only as of the date they are made, and we undertake no obligation to publicly update any forward-looking statement, whether due to new information, future events, or other circumstances. These statements reflect the current expectations of management and the information presently accessible, encompassing prevailing economic and industry conditions. They should not be considered as guarantees of future performance or actual outcomes. The actual results, progress, and business decisions may differ from those expressed in this ESG Report. The forward-looking statements are contingent upon forthcoming events, risks, uncertainties, and other factors that could lead to substantial deviations from the projected statements. Such factors include, but are not limited to, alterations in regulations and laws, severe weather events or the consequences of climate change, the integration of new business mergers and acquisitions, the impact of pandemics on our operations, in addition to economic conditions and global market circumstances, among other risks and uncertainties described periodically in BeyondSpring's filings with the SEC. These factors are challenging to predict and some of them are beyond our control. Consequently, it is advisable not to place excessive reliance on these forward-looking statements when making investment decisions or engaging in business transactions with BeyondSpring. Additional information regarding the risks and uncertainties associated with these forward-looking statements can be found in BeyondSpring's SEC reports, including their respective annual reports and other SEC filings, which are accessible on the SEC's website at <http://www.sec.gov>.