



2023 Environmental, Social and Governance Tear Sheet

Last updated May 2024

BeyondSpring's ESG Highlights

"At BeyondSpring, patients are our "Northstar." We aim to provide millions of cancer patients in need with transformative medicine, not only to extend their lives, but also to let them live a good quality of life. By adhering to our core values and managing our company in a highly ethical, environmentally friendly, and socially responsible manner, we are committed to making a meaningful difference in the lives of patients and improving our communities in a sustainable way."

IDENTIFYING OUR ESG PRIORITIES

We recognize the importance of Environmental, Social, and Governance (ESG) initiatives as it relates to our business strategy and risk assessment. During 2022 and 2023, we took steps to develop a formal ESG program and began to report on our ESG efforts. As part of this work, we completed a materiality assessment of ESG matters most important to our business. These are: *business ethics, safety of clinical trials, board composition, Diversity, Equity & Inclusion (DEI), human capital management, supply chain management, safety of products*. Our priority assessment considered investor and other stakeholder interests and is aligned with the requirements of ESG ratings agencies and with leading ESG frameworks, including the Sustainability Accounting Standards Board (SASB).

BUSSINESS ETHICS

[Our Code of Ethics and Business Conduct](#) sets out our expectations of all employees, including executive officers, and members of our Board of Directors. The Company's commitment to the highest level of ethical conduct should be reflected in all of the Company's business activities, including, but not limited to, relationships with employees, customers, suppliers, competitors, the government and the public, including our shareholders. We are committed to complying with applicable laws and regulations, managing fairly and honestly, avoiding conflicts of interest, making fair and accurate disclosures and maintaining a confidential helpline ([can be found in our whistleblower policy](#)) for individuals to report concerns anonymously.

BOARD COMPOSITION

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. We are proud to disclose that 33% of our board members are female.

Board Diversity Matrix		
Total Number of Directors	6	
Part I: Gender Identity	Male	Female
	4	2
Part II: Demographic Background	White	Other Ethnicities
	3	3

DIVERSITY, EQUITY & INCLUSION

Our global footprint reflects a workforce that is inclusive and diverse where different perspectives are valued. We will continue to provide an open, inclusive, and welcoming environment to our employees, with a commitment to bringing innovative immune-oncology cancer therapies to patients in need. We have implemented policies to safeguard employees against harassment and discrimination. We prioritize the well-being of our employees and foster a culture of participation by providing flexible work arrangements, benefits and compensation offerings that include short and long-term incentives. At the same time, we actively support our people by engaging in programs such as summer internships, non-profit fundraising and community services.

HUMAN CAPITAL MANAGEMENT

We place a premium on hiring employees with experience in both large, established pharmaceutical organizations and smaller emerging biotech companies. We offer employees a breadth of responsibilities and upper-level management positions that would not usually be afforded to them in larger organizations. We encourage a participatory culture built around our passion for working on breakthrough therapies in an agile, team-based organization. Our compensation and benefits offerings are designed to attract and retain top talent through the use of short-term (i.e., competitive base salaries and bonuses) and long-term incentives (i.e., stock-based compensation).

CLINICAL AND PHARMACOVIGILANCE SAFETY / SUPPLY CHAIN MANAGEMENT

The safety and privacy of participants in our clinical trials is important to us. Therefore, we ensure our trials are conducted in line with the applicable guidelines, standards and regulations. We carefully select best in class partners to conduct our clinical trials. 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. Our clinical trials and collaboration with our vendors are conducted in accordance with the guidelines set forth by ICH and GCP. Additionally, we conduct regular audits on our contracted supply chain manufacturing facilities to ensure compliance with applicable drug substances and drug product requirements.