



Jiangsu Hengrui Pharmaceuticals Co., Ltd.

Workplace Diversity Policy

1. Introduction

This Policy aims to improve the corporate culture of Jiangsu Hengrui Pharmaceuticals Co., Ltd. (hereafter “the Company” or “We”), promote a fair, just and honest working environment, eliminate all forms of prejudice and discrimination, and improve all the employees’ sense of well-being and belonging.

2. Scope

This Policy applies to all the Company’s full-time, part-time, and temporary employees. Our business partners are encouraged to comply with this Policy.

3. Compliance with External Laws and Regulations

The Company abides by the *Labor Law of the People’s Republic of China*, the *Labor Contract Law of the People’s Republic of China*, the *Regulation on Paid Annual Leave for Employees*, the *Implementation Measures for Paid Annual Leave for Employees of Enterprises*, the *Law of the People’s Republic of China on Labor-dispute Mediation and Arbitration*, and other applicable laws, regulations and policies.

4. Compliance with Internal Rules and Regulations

The Company has developed internal rules and regulations such as the *Employee Handbook*, the *Onboarding Management System and Process*, the *Process on the Issuance of Organizational Structure Adjustments and Changes in Senior Management*, the *Worker Adjustment Management System and Process*, and the *Policy for Localized Employment* to ensure that all the employees enjoy the legitimate rights and interests and have access to fair, just and diversified development opportunities.

5. Recruiting Diverse Talents

The Company has adopted a professional strategy to attract talents worldwide and developed a diversified, standardized and transparent recruitment process. When making a hiring decision, the Company should impartially consider all candidates from different backgrounds and select an employee based on the capability,



work experience, soft skills and potential. Discrimination on grounds of sex, region, race, ethnicity, sexual orientation, marital status, disability, religion and political affiliation is eliminated to ensure a fair and equitable recruitment process. The Company signs a labor contract with its employees according to the law and opposes all forms of child labor or forced labor.

6. Promoting Development of Diverse Talents

The Company provides diverse and equitable promotion and development opportunities for its employees, creates cross-function, multi-channel career mobility pathways, and determines the salary and benefits based on a combination of elements such as an employee's position, experience, capability, and performance. When evaluating employees' performance and making promotion decisions, the Company should consider employees from different backgrounds without bias to avoid potential prejudice or discrimination, whether conscious or unconscious, to ensure that they are treated equally regardless of race, skin color, sex, religion, nationality, disability, sexual orientation, gender identity, marital status, retirement status, or any other status protected by law.

The Company puts in place a training system and keeps refining it to enhance its employees' awareness of diversity and build a strong talent pool comprising employees from diverse backgrounds. The Company provides its employees with various career development programs and sufficient training support. Differentiated learning programs are designed and offered to employees in different positions based on their needs at different career stages. All our employees, including full-time, part-time, and contract employees are encouraged to finish the courses that suit them and get the certification.

7. Protecting the Basic Rights and Interests of Employees

The Company supports the goals put forward by the International Labor Organization (ILO) and set forth in the *Universal Declaration of Human Rights* (UDHR), the *International Bill of Human Rights*, and the *United Nations Guiding Principles on Business and Human Rights*. The Company protects the basic rights and interests of its employees in strict accordance with the applicable laws and regulations of the jurisdiction where it operates. These rights and interests include but are not limited to the minimum wage, the longest working hours, overtime, and legal benefits. The Company respects its employees' freedoms of association and speech and their collective bargaining rights, and encourages its employees to express personal opinions and have



their own rights safeguarded. The Company also establishes a Congress of Workers and Staff, a compliance hotline, a corporate WeChat account, an e-mail box, and an opinion collection box for employees to make suggestions. The Company regularly conducts employee satisfaction surveys and improves corporate management based on the feedback.

8. Reporting Channel for Infractions

The Company encourages its employees, customers, suppliers and any other third-party organization to report any infractions of the *Business Ethics Policy* via the relevant channel. All the reports of misconduct will be investigated and dealt with in a rigorous manner and remedial measures will be taken if necessary.

9. Availability and Revision

This Policy is available to all the Company's employees. The Company reserves the right to revise, alter or repeal the Policy at any time for any reason. The Company will review this Policy regularly and revise it when necessary. When this Policy is updated, the Company will notify its employees in time. The latest version of the Policy will be available on the official website of the Company: <https://www.hengrui.com/>.