



Jiangsu Hengrui Pharmaceuticals Co., Ltd.

Diversity, Equity & Inclusion Policy

1. Purpose

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, labor dispatch and temporary employees. Our business partners are encouraged to comply with this Policy.

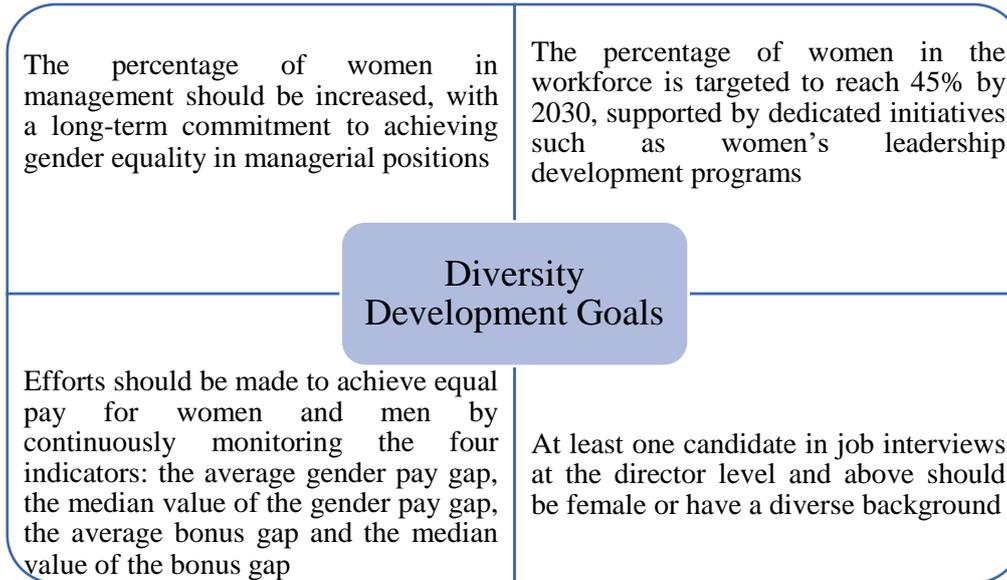
3. Governance Body

The Strategy Committee, under the Board of Directors, is in charge of formulating, managing, overseeing, and implementing the Policy, thus ensuring the effectiveness of the Company’s efforts to guarantee workplace diversity. The Strategy Committee consists of six directors, including one independent director: Mr. Sun Piaoyang, Mr. Dai Hongbin, Mr. Zhang Lianshan, Mr. Jiang Ningjun, Ms. Guo Congzhao, and Mr. Dong Jiahong (independent director).

The management and the Human Resources Department collaborate to integrate the Workplace Diversity Policy into our business operations, carry out various programs to promote workforce diversity, as well as provide training on the Policy to all employees, with a view to fostering a diversified, equal and inclusive workplace.

4. Management Objectives

We have set quantitative employee diversity objectives at the corporate level. We regularly monitor key diversity metrics and progress to ensure ongoing improvement in our diversity and inclusion efforts.



5. 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.

6. Compliance with Internal Laws 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.

7. 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.



8. 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.

9. 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.

10. 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.

11. Diversity Training



We are committed to fostering and enhancing our employees' awareness of diversity, equality and inclusiveness. Each year, we require all employees to complete training on this Workplace Diversity Policy, and we provide our employees with a wealth of learning materials through our online training platform. We regularly monitor the completion rate of employee diversity training to realize ongoing learning and improvement.

12. Policy Revision

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/>.