

Shanghai Henlius Biotech Inc.

Diversity Policy

1. Purpose

1.1 To further the corporate culture development of Shanghai Henlius Biotech Inc. (hereinafter referred to as "Henlius", the "Company" or "we"), the Company places significant emphasis on and actively cultivates diversity by local laws. The objective of this policy is to establish an equitable, impartial, transparent, and reliable employment environment and working atmosphere, aiming to eradicate all forms of bias and discrimination and enable all employees to experience a sense of contentment and inclusion.

2. Scope

2.1 This policy applies to all employees of Henlius and its affiliates, including full-time, part-time, secondees and temporary employees. It is the responsibility of all employees to support and facilitate the building of a diverse workforce in accordance with local laws.

3. Responsibility

3.1 The Board of Directors of Henlius is responsible for reviewing and approving the diversity policy, regularly overseeing and reviewing the Company's diversity performance and progress in achieving goals.

3.2 The ESG Committee of Henlius is responsible for overseeing and guiding the implementation of the diversity policy and conducting regular reviews of matters pertaining to the Company's diversity management.

3.3 The Human Resources Department of Henlius is responsible for formulating the diversity policy, organizing the implementation of its requirements, and taking proactive actions to ensure the effective execution of this Policy.

3.4 All business departments of the Company collaborate actively in executive business operations and consistently support the implementation of diversity policy across all business departments.

4. Diversified Recruitment

4.1 The Company pledges to take practical actions to recruit diverse talent, expand channels for talents acquisition, and attract talents from different backgrounds to join our workforce. The diversity aspect is regularly evaluated and progress is annually monitored and reviewed.

4.2 The Company pledges to adhere to the law and compliance of employment and adheres to the principles of diversity and equality throughout the recruitment and employment process. It guarantees equal treatment for all employees in terms of recruitment, employment, and remuneration without any form of discrimination based on gender, age, race, color, sexual orientation, pregnancy, disability, nationality, place of origin, marital status, religion or other differences. The Company provides equal employment opportunities to candidates based on their individual abilities.

5. Multicultural Construction

5.1 The Company pledges to create a respectful, transparent, and inclusive working environment for its employees. It firmly opposes all forms of discrimination and harassment while establishing effective communication channels for the purpose of promoting a more diverse, open, transparent, and inclusive culture of the Company.

5.2 To enhance employees' awareness of diversity, foster acceptance of colleagues with different backgrounds and facilitate cooperation and collaboration among colleagues, the Company will periodically provide training or lectures on diversity policy to ensure employees comprehend the contents of this Policy and strengthen group cohesion.

5.3 The Company is committed to providing a more diverse work environment for women and minorities and provides tangible benefits to promote diversity.

6. Review and Disclosure

6.1 This Policy shall be updated once every three years and may be reviewed and updated as and when necessary.

6.2 This Policy will be available for public reference on our website.