

Sino Biopharmaceutical Limited

Employee Diversity Policy

1. Purpose

The purpose of the policy is to promote Sino Biopharmaceutical Limited together with its subsidiaries (hereinafter referred to as "Sino Biopharmaceutical", "the Group") constructing a diverse talents team, protecting its employees from the discrimination of race, ethnicity, gender, religion, birthplace, marital status, age, sexual orientation, gender identity, or other status, create a diverse and inclusive workplace, and provide all employees with a sense of belonging, respect, and appreciation.

2. Applicability

This policy applies to all employees of the Group, including full-time and part-time employees and contractors.

3. Contents

(1) Recruitment

The Group is committed to recruiting and attracting diversified talents and welcomes candidates of all backgrounds and ensures a fair and equal recruitment process. The Group states that there must be no bias or discrimination in recruitment, promotion, compensation, etc. in terms of race, ethnicity, gender, religion, birthplace, marital status, age, sexual orientation, gender identity, or other status. Management should consider candidates of different backgrounds fairly and equitably to increase diversity in the team.

The Group upholds equal pay for equal work and enters into employment contracts with all employees by the law to ensure that employee compensation is not affected by race, ethnicity, gender, religion, birthplace, marital status, age, sexual orientation, gender identity, or other status.

(2) Construction of Diversified Culture

We respect the lifestyles of all employees and try to provide facilities that meet their customs and habits.

We are strictly against any form of discrimination and harassment.

We emphasize that through the internal working mechanism, solidarity and cooperation in an open way, promote the integration and collision of different cultures, and give play to the value of the team.

To enhance employees' awareness of diversity, and promote more efficient teamwork, the Group will also provide a series of training and programs for employees, including diversity training at least once a year and unscheduled themed activities, etc., aiming to help employees understand the value of a diverse workforce and their roles and responsibilities in working with different teams, departments, and regions.

(3) Supervision

The management of the Group is open and tolerant, values and listens to diverse viewpoints, evaluates performance, and makes promotion decisions fairly and impartially for employees from different backgrounds.

The senior executive of the Group oversight on the building and development of the Group's diversified culture and diversity performance. The Group conducts internal surveys and evaluations related to diversity and inclusion, including but not limited to employee satisfaction with diversity, improvements in the Group's diversity and inclusion, etc., collects the advice of employees, and makes targeted adjustments.

4. Feedback Channel

The Group encourages employees to whistleblow violations of this policy through the unified feedback mailbox, and employees can also report grievances to their immediate superiors within the Group or contact the relevant management departments, including but not limited to the human resources department and the compliance department. Whistle-blowing or grievances can be made in real name or anonymously.

All reported information will be registered by responsible staff and investigated in accordance with grievance reporting procedures and appropriate ways, and special teams will be set up if necessary. The Group will seriously deal with the verified violations in accordance with the relevant system, and those who violate the law will be transferred to the judicial department in accordance with the relevant provisions. The relevant investigation results and processing results will be promptly fed back to the whistleblower.

For details about the initiation and handling of employee complaints and reports, please refer to the *Policy for Whistleblowing and Whistleblower Protection*.

Feedback mailbox: Sbox@sino-biopharm.com

5. Supplementary Provisions

Anything not covered in this policy, or contrary to the relevant laws, regulations, or normative documents of the People's Republic of China, should be implemented in accordance with the relevant laws, regulations, or normative documents of the People's Republic of China.