

Sino Biopharmaceutical Limited

Employee Diversity Policy

(Revised Edition 2025)

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. Governance body

The Board oversees the building, development, and performance of the Group's diversified culture.

The management of the Group and the Human Resources Department work together to build a diverse team of employees and carry out publicity and training related to the employee diversity policy, promoting the creation of a diverse, equal and inclusive workplace environment.

4. Management Objectives

- Promote board diversity, with the proportion of female directors on the Board exceeding 30% by the end of 2028.
- Continuously increase the proportion of women in senior management and consistently support the career development of female employees.
- Strive for gender pay equality and equal pay for equal work, continuously monitor the gender pay gap, and regularly conduct equal pay assessments.

5. Diversified Talent Recruitment

The Group is committed to recruiting and attracting diversified talents and welcomes candidates of all backgrounds, including but not limited to individuals with varied educational and professional experiences, as well as differences in race, ethnicity, gender, religion,

nationality, marital status, age, sexual orientation, gender identity, and other personal characteristics.

The Group states that there must be no bias or discrimination in recruitment, promotion, compensation, etc. in terms of race, ethnicity, gender, religion, nationality, marital status, age, sexual orientation, gender identity, or other status, and ensures a fair and equal recruitment process. When making employment decisions, management should consider candidates from different backgrounds fairly and impartially, and eliminate any possible discrimination or bias.

The Group signs labour contracts with all employees in accordance with the law, and strictly avoids any form of child labour or forced labour.

6. Diversified Talent Development

The Group adheres to an equal and fair talent development plan, determines remuneration and makes promotion decisions based on comprehensive factors such as employees' position, experience, ability, performance, and adheres to equal pay for equal work to ensure that the remuneration of employees is not affected by factors such as race, ethnicity, gender, religion, nationality, marital status, age, sexual orientation, gender identity, and other factors.

The management of the Group shall maintain an open and inclusive mind, value and listen to diverse views, evaluate the performance and make promotion decisions for employees with different backgrounds fairly and equitably, and avoid possible conscious or unconscious discrimination or bias.

7. Construction of Diversified Culture

The Group is committed to cultivating and promoting the awareness of diversity, equality and inclusion of employees, promoting cooperation and collaboration among employees from different backgrounds, and building and developing a diverse workforce.

The Group regularly conducts diversity training for all employees, and organizes promotional and special events from time to time to help employees understand the value of a diverse team and their roles and responsibilities in cooperation among different teams, departments and regions.

8. Anti-discrimination and Anti-harassment

The Group strictly against any form of discrimination and harassment, and prohibits any form of discrimination or harassment in the workplace (including sexual and non-sexual harassment). We encourage relevant personnel to promptly report any instances of discriminatory or harassing behaviour, resolutely safeguarding the rights and interests of whistle-blowers.

The Group conducts anti-discrimination and anti-harassment training for all employees at least once a year, fostering a fair, respectful, and inclusive working environment.

9. Complaints and Reports

All employees of the Group can initiate reports through the unified reporting channels of the Group, or appeal or report to their direct superiors or contact departments in charge of relevant matters of the Group, including but not limited to human resources department and compliance department. The reports and appeals raised by employees will be handled promptly by dedicated personnel and investigated in accordance with the corresponding procedures and appropriate methods.

Upon verification of discriminatory or harassing behaviour, the Group will take corrective actions and impose penalties such as warnings, demerits, or dismissal based on the severity of the misconduct, in accordance with “The Furnace Rules” of Sino Biopharmaceutical and relevant regulations. Suspected illegal activities will be handed over to judicial authorities for processing. The investigation results and handling outcomes will be promptly fed back to the complainant.

For detailed reporting and handling procedures of employee complaints and reports, please refer to the *Policy for Whistleblowing and Whistleblower Protection*.

10. Supervision

The Group continuously 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.

11. 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.