

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.

1.2 This Policy also sets out the approach adopted by the Board of Directors of Henlius (the "Board") to achieve diversity among its members.

2. Scope

2.1 This Policy applies to Henlius and its subsidiaries, including the Board, management (including senior, middle, and junior management), and all employees (including full-time employees, part-time employees, dispatched workers, and temporary staff). All Directors, management personnel, and employees are responsible for supporting and promoting workforce diversity in accordance with applicable local laws.

3. Responsibility

3.1 The Board of Directors of Henlius is responsible for reviewing and approving the diversity policy and target, regularly overseeing and reviewing the Company's diversity performance and progress in achieving goals. The Nomination Committee of the Company (the "Nomination Committee") is responsible for reviewing and assessing the composition of the Board and making recommendations to the Board regarding the appointment of new Directors.

3.2 The ESG Committee of the Board is responsible for overseeing and guiding the implementation of the diversity policy at the employee level, conducting regular reviews of the Company's diversity management practices, and evaluating and establishing workforce diversity objectives.

3.3 The Henlius ESG Working Group is responsible for developing the diversity policy and organizing its implementation. The Working Group also promotes diversity and inclusion initiatives, including employee training on diversity, to support a diverse workforce and ensure the effective implementation 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. Board Diversity

4.1 To achieve sustainable and balanced development, the Company regards increasing diversity at the Board level as a key element in supporting the achievement of its strategic objectives and long-term sustainability. A truly diverse Board will include members with a wide range of talents, skills, knowledge, regional and industry experience, educational backgrounds, ages, cultural perspectives, gender, and other attributes, enabling them to contribute their respective strengths. To promote diversity in perspectives and viewpoints among Board members, this Policy provides that the appointment and re-appointment of Directors shall take into account a number of factors. The Board will consider factors including gender, age, cultural and educational background, ethnicity, place of residence, professional experience, skills, knowledge, length of service, regulatory requirements, and the legitimate interests of the Company's shareholders.

4.2 When reviewing and assessing the composition of the Board, the Nomination Committee will consider the above-mentioned benefits of diversity in order to maintain an appropriate balance of talents, skills, experience, and backgrounds on the Board.

4.3 In identifying and recommending candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria and with due regard to the benefits of Board diversity, taking into account the talents, skills, and experience required for the effective functioning of the Board. The Board also recognizes that a Board composed entirely of members of a single gender does not constitute diversity. The Board shall appoint at least one Director of a different gender.

4.4 The Nomination Committee will consider the balance of skills, experience, independence, and knowledge of the Board, as well as the representation of diversity on the Board, in accordance with this Policy. It will also ensure that the selection and nomination process for Board appointments follows appropriate procedures so that candidates from diverse backgrounds are considered.

4.5 The Nomination Committee will regularly review the status of Board diversity and the progress made toward achieving the Company's diversity objectives (if any), and will conduct an annual review of this Policy to ensure its continued effectiveness.

4.6 The composition of the Board (including gender, age, and tenure) and this Policy or a summary of thereof will be disclosed annually in the Company's Corporate Governance Report.

4.7 The Company aims to maintain an appropriate and balanced level of diversity across all aspects of Board composition to support its business development. The Nomination Committee will discuss and, where appropriate, agree on measurable objectives for implementing the Board diversity policy and make recommendations to the Board. The Board may adopt and/or revise diversity factors and measurable objectives from time to time as necessary to meet the Company's business needs.

5. Diversified Recruitment

5.1 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.

5.2 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 and qualifications.

6. Multicultural Construction

6.1 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.

6.2 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.

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

7. Review and Disclosure

7.1 This Policy will be reviewed annually. It may also be reviewed and revised from time to time as necessary.

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

7.3 The Board of Directors reserves the right to interpret this Policy.

7.4 This Policy shall take effect upon approval by the Board of Directors.