

CSPC Pharmaceutical Group Limited Diversity, Equity and Inclusion (DEI) Policy

I. General Provisions

1.1 Purpose

CSPC Pharmaceutical Group Limited and its subsidiaries (hereinafter collectively referred to as the "Group") adhere to the philosophy of "Making good medicines, for China, and benefiting people worldwide", and are committed to promoting the construction of a Diversity, Equity and Inclusion (DEI) culture. This policy aims to ensure that all employees and partners are treated fairly in their career development and business cooperation, to eliminate discrimination and bias, and to build an inclusive environment that respects differences and stimulates innovation, thereby facilitating the Group's sustainable development and international competitiveness.

1.2 Scope of Application

This policy applies to the Group and all its branches, subsidiaries, research and development (R&D) centres, and production bases. It covers all employees (including full-time, part-time, interns, dispatched labour, outsourced staff, and consultants), and requires suppliers and partners to comply jointly.

1.3 Supervision and Governance

The Board of Directors of the Group is the highest decision-making and governance body for Diversity, Equity and Inclusion (DEI) matters, taking full responsibility for supervising the Group's DEI-related affairs:

1. Supervising and driving the implementation of the Group's DEI policy, and regularly convening special DEI meetings to evaluate the effectiveness of the policy's implementation;
2. Setting DEI targets and tracking the progress of their achievement;
3. Supervising and regularly reviewing DEI-related performance indicators;
4. Promoting the delivery of DEI training to ensure that employees at all levels fully understand and practise the DEI philosophy.

The Organisation and Talent Development Department drives the implementation of the policy and regularly reports the execution status to the Board of Directors.

II. Core DEI Principles and Measures

2.1 Diversity

The Group values the diversity of talent backgrounds and sets quantifiable diversity targets during the recruitment process to enhance organisational vitality from multiple dimensions. Regarding gender diversity, we are committed to promoting gender balance across R&D, management, production, and other areas, ensuring that female employees receive equal opportunities in promotion and training. Regarding cultural diversity, we respect the cultural differences of employees from different nationalities and regions, encouraging cross-cultural collaboration and innovation. Regarding age and experience diversity, we focus on integrating the innovative vitality of young talent with the rich experience of senior staff to build a multi-tiered talent pipeline. Concurrently, we practise the philosophy of disability inclusion, providing barrier-free working environments and necessary role support for employees with disabilities, ensuring every employee receives respect and room for development.

2.2 Equity

The Group adheres to the principle of equity, comprehensively implementing ability-oriented standards in recruitment, promotion, and training, and resolutely eradicating discrimination arising from factors such as gender, age, or region. Regarding remuneration, we strictly enforce equal pay for equal work, ensuring that remuneration packages are not influenced by factors such as gender, cultural background, sexual orientation, or ethnicity. Furthermore, we maintain a zero-tolerance attitude towards any form of workplace discrimination, verbal, or behavioural harassment, and have established a rapid response mechanism to ensure relevant complaints are handled promptly and fairly.

2.3 Inclusion

The Group is committed to building an inclusive working environment and facilitating employee communication. We promote communication through employee satisfaction surveys, employee representative congresses, and other methods, and continuously track the implementation of special improvement programmes to enhance organisational cohesion and employees' sense of belonging. We steadfastly treat every employee with an open and inclusive attitude, explicitly opposing and strictly addressing any prejudiced or discriminatory words and deeds based on gender, cultural background, sexual orientation, or ethnicity. In terms of career development, we provide clear and diverse growth pathways for all types of talent. Through selectable career channels, we support every employee in achieving continuous development within our organisation that aligns with their own expectations.

III. Training and Capacity Building

The Group comprehensively integrates the philosophy of Diversity, Equity and Inclusion (DEI) into the construction of its employee training system, ensuring that all training programmes reflect respect for individual differences and equal development opportunities. During the induction training for new employees, it is clearly communicated that regardless of gender, race, or professional background, every new employee enjoys equal rights to participate in training and career development opportunities. Routine training at all levels is open to all staff without any participation restrictions based on gender or race, ensuring that learners from different backgrounds have equal access to knowledge updating and skill enhancement resources. In the training of management reserve talent, the recommendation and selection process strictly follows the principle of non-discrimination; irrespective of gender or race, all eligible employees can be equally recommended and participate in development programmes, thereby eliminating implicit bias. Meanwhile, the Group systematically embeds the principles of diversity, equity, and inclusion into daily management practices and organisational processes, jointly fostering a working atmosphere that respects differences, encourages open dialogue, and stimulates innovative potential, continuously driving the DEI philosophy from knowledge transfer to behavioural transformation and management practice.

IV. Handling of Violations and Reporting Mechanism

4.1 Reporting Channels

If any behaviour violating the Group's Diversity, Equity and Inclusion (DEI) policy is discovered, complaints and feedback can be submitted through the "I want to consult" module in the Shared Services Hall.

4.2 Handling Process

The investigation of complaints and reports follows the principles of timely response, tiered handling, and strict confidentiality throughout the process. Upon receiving a complaint lead, the supervisory department will immediately initiate an information verification and collation procedure, and form a special investigation team once the preliminary facts are confirmed. Following verification, if a violation of this policy is indeed found to exist, we will subject the relevant responsible persons to disciplinary action in accordance with our regulations, including but not limited to warnings, demotion, transfer of post, financial penalties, or termination of the employment contract.

4.3 Whistleblower Protection

The Group attaches great importance to the protection of whistleblowers. During the investigation of complaints and reports, we strictly strengthen the confidential management of the whistleblower's information, the content of the report, and the investigators' information, preventing any form of leakage. We resolutely oppose retaliatory actions against whistleblowers, such as demotion, pay cuts, transfer of post, marginalisation, performance suppression, harassment, or threats. Once discovered, such actions will be dealt with severely in accordance with relevant regulations to earnestly safeguard the safety and lawful rights and interests of the whistleblower.

V. Supplementary Provisions

This policy has been reviewed and approved by the Board of Directors. It shall take effect and be implemented from the date of publication, and the Organisation and Talent Development Department is responsible for its interpretation. We will evaluate and optimise this policy at least once a year, and make amendments in accordance with changes in the laws of the countries where we operate, international conventions, and other relevant circumstances.