

# **Employee Diversity Policy of Shanghai Fosun Pharmaceutical (Group) Co., Ltd.**

## **Chapter I      General Provisions**

**Article 1**      This policy is established to promote the corporate culture of Shanghai Fosun Pharmaceutical (Group) Co., Ltd. (hereinafter referred to as "Fosun Pharma" or "the Group") and its holding subsidiaries, protect its employees from the discrimination of race, color, gender, religion, nationality, disability status, marital status, veteran status, sexual orientation, gender identity, or other legally protected status, and provide all employees with a sense of belonging, respect, and appreciation.

**Article 2**      This policy applies to all employees of Shanghai Fosun Pharmaceutical (Group) Co., Ltd. and its holding subsidiaries, including full-time employees, part-time employees, outsourcing employees, and temporary employees.

## **Chapter II      Principle of Employee Diversity**

**Article 3**      The following principles should be followed for employee diversity:

(I)      The principle of legal compliance. Fosun Pharma strictly abides by the laws and regulations of the countries or regions where it operates, prohibits the employment of child labor and other forced labor, and respects the political rights and freedom of association of its employees.

(II)      The principle of equality and inclusion. Fosun Pharma upholds equal employment and treats employees of different nationalities, races, religious beliefs, genders, and ages fairly, creating a diverse, inclusive, fair, and reasonable workplace for its employees.

(III)      The principle of equal pay for equal work. Fosun Pharma upholds equal pay for equal work and enters into employment contracts with all employees in accordance with the law to ensure that employee compensation is not affected by race, color, gender, religion, nationality, disability status, sexual orientation, gender identity, marital status, veteran status or other legally protected status.

## **Chapter III      Diversified Employees**

**Article 4**      Fosun Pharma is committed to recruiting and attracting a diversified talents to build a team of employees from different backgrounds.

Fosun Pharma welcomes applications from 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, color, religion, gender, sexual orientation, nationality, age, pregnancy or disability, etc. Management should consider candidates of different backgrounds in a fair and equitable manner to increase diversity in the team.

## **Chapter IV      Diversified Corporate Culture**

**Article 5**      Fosun Pharma places great importance on employee diversity and is committed to building a diversified, inclusive, and equitable work environment.

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

(II)      We encourage internal mobility and promote the interaction of cultures.

(III)      We are strictly against any form of discrimination and harassment.

(IV) We encourage open communication, building mutual trust, working together as a team and leveraging our synergy in the Group.

## **Chapter V Diversified Training**

**Article 6** Fosun Pharma organizes diversity training covering all employees at least once a year, so that employees understand, master, and comply with the relevant principles and regulations.

**Article 7** Employees are obligated to attend the training and to understand, master, and comply with the provisions of this policy. Upon completion of the training, relevant training records should be properly archived, including but not limited to training content, training schedule, training sign-in sheet or list of participants, etc.

**Article 8** To enhance employees' awareness of diversity, improve team acceptance of members with different backgrounds and promote better and more efficient teamwork, the Group will also provide a series of training and programs for employees, including diversity training, diversity-themed seminars, and themed offline activities. Through diversity training and programs, we aim to help employees understand the value of a diverse workforce and their roles and responsibilities in working with different teams, departments, and regions.

## **Chapter VI Feedback Channels**

**Article 9** Fosun Pharma encourages employees to provide feedback on violations of this policy through relevant channels. If employees believe that the provisions of this policy are not being complied with or implemented, they are welcome to submit comments and suggestions through the following relevant channels, and the Group will handle them seriously, conduct serious surveys, and take corrective measures if necessary.

Channels	Contact
Human Resources Department of Fosun Pharma	Tel.: (86) 021-33987455 Email: hrssc@fosunpharma.com

## **Chapter VII Supervision**

**Article 10** The management of Fosun Pharma is open and tolerant, values and listens to diverse viewpoints, evaluates performance and makes promotion decisions fairly and impartially for employees from different backgrounds, and avoids possible conscious or unconscious discrimination or bias.

**Article 11** The senior management of Fosun Pharma supervises and oversees the building and development of the Group's diversified culture. The Group conducts regular internal surveys and evaluations related to diversity and inclusion, including but not limited to employee satisfaction with diversity, research on improving the Group's diversity and inclusion, etc., and makes targeted adjustments to diversity-related work based on the results of the surveys and evaluations.

## **Chapter VIII Supplementary Provisions**

**Article 12** 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.

**Article 13** This policy is formulated, revised, and interpreted by the Group's Human Resources Department, effective from the date of its issuance.