

PharmaBlock Sciences (Nanjing), Inc.

Labor and Human Rights Policy

Purpose

PharmaBlock Sciences (Nanjing), Inc (hereinafter referred to as "PharmaBlock", "the Company", or "We") as a leading provider of innovative chemistry products and services throughout the pharmaceutical R&D process and commercial production, emphasizes the importance of human rights and labor rights protection for all employees and extends them through the value chain to the employees of our business partners, their families, communities and the broader society in which they live and work. Based on international principles and local policies, we have developed our *<Labor and Human Rights Policy>* (hereinafter referred to as "Policy") to implement practical actions in our operations and business relationships to respect human rights and ensure that everyone enjoys his/her rights.

Applicable Scope

This Policy applies to PharmaBlock and its subsidiaries and affiliates worldwide. It also applies to the Company's customers, suppliers, and other key business partners.

Guideline

Human rights are inherent to all individuals, warranting non-discrimination based on race, gender, nationality, ethnicity, language, religion, or any other status. As a global entity and a signatory to the United Nations Global Compact, we are dedicated to upholding international principles and adhering to local laws and regulations. We support and respect the United Nation's *<Universal Declaration of Human Rights>*, *<Guiding Principles on Business and Human Rights>*, and *<Declaration on Fundamental Principles and Rights at Work>*. Our commitment extends to safeguarding rights such as health, non-discrimination, humane treatment, and data privacy. We are proactive in mitigating negative impacts on human rights and in protecting the rights of our employees, suppliers, and communities in which we operate.

Our Management Principles

Human Rights Commitment

Respect and protection of human rights

The Company is committed to upholding universal human rights, as outlined in the *<Universal Declaration of Human Rights>* and the International Labor Organization (ILO) Conventions. We will proactively assess and address potential human rights risks within our operations to ensure the respect and protection of these fundamental rights in our global business activities. This commitment encompasses key areas such as health rights, non-discrimination, child and youth labor standards, freedom of association, prohibition of forced labor, labor rights, privacy rights, and access to healthcare.

Employment and Working Conditions

Fair employment

The Company offers fair and competitive compensation and good working conditions, ensuring a safe and healthy work environment for all employees. We adhere to local laws regarding working hours, minimum wages, and respect employees' rights to rest, overtime, and paid leave.

Free choice of employment

The Company strictly prohibits forced and bonded labor. We do not require or retain deposits or identity documents from job seekers. Employees are free to quit the Company after serving a reasonable notice period.

Prohibition of discrimination

The Company eliminates discrimination in hiring, job assignment, promotion, and pay based on race, religion, gender, sexual orientation, marital status, pregnancy, health, nationality, disability, age, or any other status.

Child and young worker protection

The Company adheres to national legislation by prohibiting the employment of children below the legal minimum working age, implementing additional protections to prevent overwork and ensure that young workers are not assigned inappropriate tasks.

Prohibition of forced labor and modern slavery

The Company forbids all forms of forced labor, including prison, indentured, bonded, and slave labor, as well as human trafficking.

Freedom of association and collective bargaining

The Company supports the right of employees to to freely associate, unionize, and engage in collective bargaining.

Supply Chain Management

Suppliers and partners

Third-party suppliers, business partners, and collaborators must uphold the Company's high ethical standards, including respect for human rights with a particular emphasis on labor rights. Compliance with relevant international labor standards is a mandatory condition outlined in their contracts with us.

Due diligence and risk management

The Company implements a human rights due diligence process to identify potential risks within our supply chain. We collaborate with our suppliers to enforce necessary mitigation strategies, ensuring transparency and sustainability throughout our supply chain operations..

Employee Health and Well-being

Occupational Health and Safety

The Company prioritizes a safe work environment and employee well-being, offering essential health and safety training to safeguard against occupational hazards at workplace.

Employee development and dignity

The Company fosters a culture that supports professional growth and upholds personal dignity. We cultivate a diverse, inclusive workplace and invest in our employees' ongoing learning and development.

Complaint mechanisms and remedies

The Company maintains open communication channels, allowing employees to voice concerns or complaints confidentially. We act on these inputs to resolve issues and prevent future violations.

Social Responsibility and Sustainable Development

Environmental protection

The Company is dedicated to minimizing environmental impact through technological advancements, embracing green and low-carbon practices, and adopting smart manufacturing to foster sustainable growth in the pharmaceutical and chemical sectors.

Social participation

The Company actively engages in and contribute to the betterment of our local communities, supporting initiatives in education, science, and environmental conservation, and upholding the fundamental rights of all community members.

Product liability

The Company ensures the safety and effectiveness of its products.

Our Governance

PharmaBlock has established a management structure led by the Board of Directors, guided by the ESG Executive Committee, and executed by the ESG Task Force and relevant functional departments. The ESG Executive Committee is primarily responsible for overseeing the Company's ESG strategies, reports, policies and practices, which include human rights themes. We integrate international guidelines and practical insights into our human rights and labor policies, aligning them with domestic laws and reflecting our Company's strong commitment to labor and human rights. We regularly review and update these policies to meet evolving contexts and societal expectations.

Supplementary Provisions

This Policy is formulated and revised by the Company's ESG Executive Committee. It takes effect from December 2023.