

Ascentage Pharma Group International's Employee Diversity Policy

1. Overview

This policy aims to strengthen the equal employment opportunities of employees of Ascentage Pharma Group International and its subsidiaries (hereinafter referred to as the "Company", "we", "us" or "our"), ensure that employee relations are carried out lawfully, and create an equal opportunity working environment, avoid bias and discrimination, and build a transparent and fair workplace atmosphere.

2. Scope of Application

This policy applies to all employees of the company (including full-time employees, part-time employees and temporary employees), and encourages suppliers and other business partners to comply with this policy.

3. Supervision and Review

The Board of Directors is responsible for supervising the effectiveness and implementation of the Employee Diversity Policy. The Remuneration Committee under the Board of Directors guides and supervises the implementation of the Employee Diversity Policy and the performance of the Employee Diversity Policy, and the functional departments cooperate to implement the Employee Diversity Policy in their specific work.

The Company is committed to regularly monitoring the employee diversity policy and the level of diversity to optimize our diversity policy and measures.

4. Compliance with laws and regulations

The company strictly follows labor management relevant employment laws and regulations in all subsidiaries to ensure equal employment opportunities for employees.

5. Compliance with internal systems

The Company undertakes to continuously improve the Employee Handbook and other internal management systems, optimize the contents related to equal employment and standardize the management system.

6. Diversity policy

The company is committed to treating every job applicant equally, without discrimination based on ethnicity, race, geography, gender, religious beliefs and other factors, and ensuring a transparent recruitment process.

The company endeavors to attract diversified talents, cultivate and build a team of employees with diversified backgrounds, and welcomes outstanding talents with different experiences, ethnicities, genders, and nationalities to join us and work together to promote better teamwork.

The company promises to endeavor to create a diversified working environment, continuously enrich the talent pool through diversified recruitment channels, and provide a good communication platform for employees of different backgrounds.

The company promises to provide employees with fair and open promotion channels, and to

reward employees according to their performance and the company's operational and financial situation when making decisions on performance evaluation and promotion, avoiding any discrimination and prejudice.

The Company undertakes salary surveys and analyses from time to time to ensure that employees are provided with market-competitive salaries and benefits.

The Company is committed to considering employees from different backgrounds in its decision-making process and listening to diverse perspectives in an inclusive and open manner. We have built an all-round communication system for our employees and endeavor to establish a smooth feedback channel for employees' opinions and demands through diversified communication channels, so as to promote diversified team building.

7. Training

We strive to create a diverse, inclusive and open culture, values and learning environment for our employees. We have set up a comprehensive career development path and incentive system for our employees and provide them with all-rounded training and development paths to help them achieve their career development goals and promote the integration of diversified teams through diversified cultivation methods.

We have created an exclusive learning platform for Ascentage employees from different countries and backgrounds around the world, providing them with appropriate training through leadership training, new employee development, professional qualification education, and academic degree upgrading, etc. At the same time, we are promoting industry-university-research co-operation to accelerate the cultivation of composite talents with an international outlook.

8. Reporting Channels for Violations

The Company has clearly defined the channels and processes for reporting and complaining about violations. When violations of this policy or discrimination, harassment and unfair treatment are discovered in the workplace, they can be reported and complained through the public mailboxes of the Compliance Department or the public mailboxes of the Human Resources Department's HQHR, which are open to all our employees. We are committed to conducting investigations in a timely manner and keeping the entire process and information confidential.

9. Supplementary Provisions

If there are any matters not covered in this policy, or if it is contrary to the relevant laws, regulations or normative documents, it shall be implemented in accordance with the relevant laws, regulations and normative documents.

This policy is formulated, revised and interpreted by the HR Department of the Company, approved by the Board of Directors, and effective from the date of issuance.