

天境生物多元化和包容性政策

Diversity and Inclusion Policy of I-Mab

1. 总则

1 . General

天境生物（“公司”）通过制定《多元化和包容性政策》，致力于保障多元化企业发展，重视和培养多元化员工不受年龄、性别、民族、国籍、宗教、婚姻状况、家庭状况、残疾状况或其他受法律保护身份的影响，为全体员工创造多元共融的工作环境和发展环境。

By formulating the Diversity and Inclusiveness Policy, I-Mab (the "Company") is committed to creating diversified and inclusive culture, respecting and cultivating diversified employees, disregard of their age, gender, nationality, nationality, religion, marital status, family status, disability status or other legally protected identities, and creating a diverse and inclusive working environment and development environment for all employees.

2. 适用范围

2 . Scope of Application

本政策适用于公司全体员工和潜在员工，包括全职员工、兼职员工，临时员工，以及求职者。

This policy applies to all employees and possible employees of the Company, including full-time employees, part-time employees, temporary employees, and applicants.

3. 职责

3 . Responsibilities

ESG 委员会负责审阅相关政策，监督员工多元化的管理和表现，以人力部门为主的各执行部门配合执行员工多元化政策的具体工作。

The ESG committee is responsible for reviewing relevant policies, supervising management and the outcome of employee diversity and inclusion, and each executive department, in coordination with the human resources department, works together on the implementation of employee diversity and inclusion policies.

4. 原则

4 . Principles

- 1) **促进多元背景的人才构成**：公司采取切实行动，广泛招聘和吸引多元化人才，保证招聘过程的公正与平等，对不同年龄、性别、民族、国籍、宗教、婚姻、家庭及残障状况的员工，一视同仁，避免可能存在的有意识或无意识的歧视或偏见。

- 1) **Provide fair and equal employment as well as development opportunities:** the Company takes practical actions to widely recruit and attract diversified talent to ensure a fair and equitable recruitment process; Employees of different ages, genders, nationalities, religion, sexual orientation and disabilities shall receive equal treatment to avoid possible conscious or unconscious discrimination or prejudice.
- 2) **创造和谐包容的工作环境：**公司为员工提供和谐、文明、融洽的工作氛围及人文环境，
- 2) **Create a harmonious and inclusive workplace:** the Company provides employees with a balanced, civilized, and safe working environment.
- 3) **赋能女性员工：**推动性别平等、支持女性领导人的职业发展与个人成长，激励女性力量在医疗健康行业中不断创新。
- 3) **Empower female employees:** the Company promotes gender equality, supports the career development and personal growth of female leaders, and encourages women to innovate in the the healthcare industry.
- 4) **建立相关反馈机制：**公司定期开展内部调查和评估，以评估与多样性相关的员工满意度、有待改进之处和卓越表现，根据调查和评估的结果，公司有针对性地调整多样性和包容性的相关工作。
- 4) **Establish a feedback mechanism:** the Company periodically carries out internal surveys and assessments to evaluate employee satisfaction, potential areas of improvement, and performance related to diversity. According to the results of these surveys and evaluations, the Company will provide necessary adjustments to diversity and inclusiveness initiatives.
- 5) **建立合理透明的违规举报渠道：**公司定期开展多元化相关的培训，促进全体员工对该政策的理解。对于违反本政策的行为，公司鼓励员工通过相关渠道进行举报。对于所有被举报的违规行为，公司会严肃处理，认真调查，必要时将采取纠正措施。
- 5) **Establish appropriate, and transparent channels for reporting violations:** the Company regularly carries out Diversity & Inclusion training to promote understanding of the policy. The Company encourages employees to report any violations of this policy through relevant channels. For all reported violations, the Company will take the necessary measures to investigate violations and take corrective actions as necessary.

5. 附则

5. Supplementary Provisions

本政策未尽事宜，按业务运营所在国家及当地相关政策执行。

Matters not covered in this policy shall be implemented in accordance with the relevant policies

of the country or locality where the business operates..