

CanSino Biologics Inc.

Statement of Employee Rights and Interests

CanSino Biologics Inc. (hereinafter referred to as “the Company” or “CanSinoBIO”) is committed to compliant recruiting and hiring practices, fostering a diverse and equitable work environment, offering fair career opportunities for employees, and ensuring that each employee can bring their talent and value to full play.

This Statement is applicable to CanSinoBIO and its subsidiaries, and the Company encourages its business partners to adhere to this Statement as well.

CanSinoBIO strictly abides by the *Labor Law of the People’s Republic of China*, the *Labor Contract Law of the People’s Republic of China*, the *Regulations on the Prohibition of Child Labor*, other relevant laws and regulations, and the requirements of the core conventions of the International Labor Organization (ILO) and the *United Nations Global Compact* on human rights. In accordance with the principle of lawful employment, the Company has formulated and implemented the *Employee Handbook* and other internal regulations to ensure that it practices compliant recruitment and employment and that the rights and interests of its employees are fully protected.

CanSinoBIO prohibits any form of child labor or forced labor and has taken a series of measures to avoid the occurrence of such situations. During the recruitment process, the Company utilizes third-party background check services and verifies the identity information of candidates, who are required to certify that all materials provided are accurate and valid. The Company reserves the right to terminate the labor contract at any time if any information provided is found to be untruthful. A Reward and Discipline System has been established in accordance with the *Employee Handbook* and other internal regulations to reward and commend those who demonstrate outstanding performance in their daily work, while addressing infractions in a lawful, reasonable, and compassionate manner, based on the level and severity of the violation. The Company has also developed and implemented the *Attendance, Overtime and Leave Management System* to regulate working hours and the overtime approval process, ensure employees’ rest and vacation time, and fundamentally prevent child labor and forced labor.

CanSinoBIO is committed to the principles of fairness, justice, transparency, and diversity. It employs a market-oriented open recruitment approach for talent acquisition, leveraging a talent selection process to identify and engage the most qualified candidates. This process takes into account a variety of factors, including candidates’ abilities, skills, professional experience, independent thinking, depth of expertise, and years of experience, based on the Company’s own business needs and business model. The talent selection process is competency-based, ensuring that suitable candidates are selected fairly through objective evaluation criteria while respecting employee diversity. The Company also adheres to the principle of fairness when approving and calculating employee remuneration and related benefits, and practices equal pay for equal work.

CanSinoBIO respects the cultural diversity of its employees and strives to create a diverse and inclusive work environment that does not tolerate any discrimination based on nationality, race, place of birth, gender, sexual orientation, economic status, political or religious beliefs, or other factors.

CanSinoBIO is committed to building a platform for all employees to realize personal value and career aspirations. We offer a competitive, comprehensive and multi-tiered Total Rewards package, including cash payment such as salaries, allowances and bonuses, as well as a wide range of non-cash benefits, alongside a strong sense of achievement and fulfillment. In compliance with national and local laws, regulations and policies, the Company pays statutory social insurance and housing fund for all employees, and provides legal leave including annual leave, medical leave, marriage leave, as well as maternity-related leave such as prenatal check-up leave, maternity leave, paternity leave, breastfeeding leave and parental leave. In addition to complying with the statutory benefits required by the laws and regulations of China and the jurisdictions in which it operates, we also provides all employees supplementary benefits such as additional paid leave, supplementary commercial insurance and flexible benefits plan, etc. to help employees strike a healthy work-life balance and improve their overall well-being at CanSinoBIO.

CanSinoBIO prohibits any form of harassment, including physical, mental, verbal, and sexual harassment. All employees are expected to treat others with respect and refrain from discriminatory, insulting, offensive, abusive, humiliating, intimidating, or hostile conduct for any reason. Any employee who observes inappropriate behavior, such as harassment, abuse, or discrimination, is expected to intervene immediately and report it to the Company. The Company has established a comprehensive Complaint and Reporting Mechanism. Employees who experience harassment may immediately file a complaint or report with the Company's Human Resources Department or their supervisor. Upon receiving a complaint or report, the Company will accept, investigate, and handle the matter in a timely manner in accordance with relevant regulations. The entire investigation process and its contents are kept strictly confidential, and all personnel involved in the investigation are bound by strict confidentiality obligations, properly protecting employees' personal privacy and ensuring that their rights and interests are not infringed upon. No one may threaten or retaliate against a whistleblower in any form. At the same time, abusing the reporting system to make false reports, or retaliating against or discriminating against a whistleblower, will be deemed a serious violation, and the Company has the right to take disciplinary measures, including termination of the labor contract, in accordance with the provisions of the *Employee Handbook*.

CanSinoBIO has established a trade union and actively implements democratic management to protect the rights and interests of its employees. The Company is dedicated to safeguarding the rights and interests of its employees, while respecting their freedom of association. All employees have the right to participate in trade union activities, to organize trade unions, and to negotiate collective contracts. The Company also organizes staff congresses to participate in the deliberation of corporate systems that may impact on the interests of employees, ensuring that employees' voices are thoroughly heard and considered.

CanSinoBIO always puts the health and safety of its employees first, implementing a “categorized

and integrated management” strategy to prevent and control occupational diseases in accordance with the national policy of “safety first, prevention foremost, and integrated management.” The Company has established and strictly implements an Occupational Health and Safety Management System to ensure the safety and health of all employees and stakeholders to the best of its ability. The Company adheres to the *Law of the People's Republic of China on Work Safety*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, and other relevant laws and regulations. It has adopted comprehensive internal management systems, including the *CanSinoBIO Occupational Health Management System*, the *Labor Protection Supplies Management System*, the *EHS Targets and Accountability Management System*, the *EHS Rewards and Discipline Management System*, the *Special Equipment Safety Management System*, the *Contractor Safety Management System*, and the *Hazardous Chemical Safety Management System*. A comprehensive Occupational Health and Safety Management System is also in place, which complies with the *ILO Guidelines for Occupational Health and Safety Management System* and other relevant international guidelines, as well as the requirements of ISO 45001 Occupational Health and Safety Management System.