

The United Laboratories Supplier Code of Conduct

1. Purpose

To establish the fundamental principles governing cooperation between The United Laboratories International Holdings Limited (Stock Code: 3933.HK) (“TUL”, the “Group”, “we”) and its suppliers, jointly uphold a fair, just, and transparent business environment, build a platform of integrity, and foster sustainable, long-term partnerships.

2. Scope of Application

All suppliers cooperating with TUL, including but not limited to suppliers of active and excipient materials, packaging materials and reagents, equipment and instruments, hardware materials, service providers, contractors, and other related parties.

3. Business Ethics

(1) All business activities must strictly comply with the laws and regulations of the countries in which the business operates, as well as all applicable laws and regulations related to the business. Suppliers shall uphold the principles of integrity and fair competition, provide truthful and valid pricing mechanisms, and are strictly prohibited from engaging in price collusion, bid rigging, monopolistic practices, or any other fraudulent or improper commercial activities.

(2) Suppliers must strictly comply with the terms of the *Integrity and Anti-Corruption Agreement* signed by both parties. Any form of bribery or improper benefit transfer to relevant personnel, under any pretext or in any manner, is strictly prohibited. Any violation will be handled in strict accordance with the relevant contractual provisions.

(3) Suppliers are prohibited from engaging in any financial or other conflicts of interest with TUL. Suppliers shall operate with integrity and comply with applicable anti-monopoly and competition laws.

4. Quality Management

(1) Suppliers shall manufacture products in accordance with national or industry quality standards and provide TUL with products and services that meet quality requirements.

(2) Suppliers shall establish an effective quality management system, promptly correct and prevent quality issues, and continuously improve quality management. Suppliers must ensure product quality stability and sustainable supply, avoiding any losses to TUL caused by quality problems.

(3) If there are changes in the supplier's production processes (including changes in raw material types), finished product specifications, key production equipment, production sites, or any other modifications that may affect product quality or safety, the supplier must notify TUL before implementation. (Note: Changes to key production equipment, production sites, or production processes must be reported at least three months in advance, and three consecutive pilot batches must be provided.)

5. Social Responsibility

(1) Suppliers shall respect the personal dignity, privacy, and other individual rights of their employees, providing a transparent, collaborative, and equitable working environment. The use of forced, bonded, or involuntary labor is strictly prohibited.

(2) The employment of child labor under the age of 16, or below the local legal working age, is strictly prohibited. Special protection must be provided for underage workers (e.g., ages 16–18).

(3) Working hours shall not exceed legal limits. Overtime must be compensated, and wages shall meet or exceed the statutory minimum wage to ensure employees' basic living standards.

(4) Employment practices shall be free from discrimination based on race, gender, age, or any other factor, and the workplace shall be free from harassment.

(5) Suppliers shall respect employees' rights to legally form or join labor unions and engage in collective bargaining.

6. Occupational Health

(1) Suppliers shall establish an occupational health and safety management system to provide employees with a safe and healthy working environment and to prevent accidents and occupational diseases.

(2) Suppliers shall regularly provide employees with necessary safety equipment and protective gear, ensure that products and services meet safety standards, and implement measures to prevent potential hazards and injuries.

(3) Suppliers shall provide regular occupational health and safety training and organize drills to ensure employees possess the necessary safety knowledge and skills. Suppliers shall develop and implement accident prevention and emergency response measures, including accident prevention plans, emergency evacuation procedures, and accident reporting and investigation protocols, to effectively handle emergencies and incidents.

(4) Suppliers shall regularly assess the occupational health and safety management system and develop measures for continuous improvement.

7. Environmental Protection and Climate Resilience

(1) Suppliers shall comply with all applicable environmental laws, regulations, and standards in the jurisdictions where they operate, and obtain, maintain, and keep current all required environmental permits, licenses, and registrations. Suppliers are encouraged to establish effective environmental management systems (such as ISO 14001). Suppliers shall identify and assess climate-related risks in their business activities, including both physical risks and transition risks, evaluate the potential impacts of extreme weather events on their operations and supply chains, and set continuous improvement environmental objectives. Where necessary, suppliers should develop business continuity plans to enhance operational resilience and ensure the stability of supply.

(2) Suppliers shall manage waste according to the hierarchy of “reduce, reuse, and recycle”. Hazardous waste must be safely identified, classified, stored, and disposed of, and only handled by legally qualified service providers. Measures must be taken to prevent leaks of chemicals or other hazardous substances to avoid contamination of soil and groundwater.

(3) Suppliers shall strive to improve the efficiency of energy and water use and implement conservation measures in their operations. Suppliers are encouraged to measure and track carbon emissions and to develop emission reduction plans, as well as to actively explore ways to enhance energy efficiency and increase the use of renewable energy. Where feasible, suppliers should prioritize the use of recyclable, renewable, or environmentally friendly materials and make efforts to reduce unnecessary packaging materials.

(4) Suppliers shall minimize negative impacts on local ecosystems and biodiversity in their operations. Activities in sensitive areas must comply with additional protective regulations.

8. Liability for Breach

Both parties shall maintain active communication and provide timely feedback, based on the principle of mutual benefit. If a supplier engages in any violation during the course of cooperation, TUL may issue notifications requiring the supplier to rectify the issue or suspend cooperation. Suppliers who violate this *The United Laboratories Supplier Code of Conduct* and cause certain losses will be subject to appropriate penalties depending on the severity of the violation, including but not limited to contract termination and legal compensation. Breach penalties under this *The United Laboratories Supplier Code of Conduct* in addition to, and do not affect, the enforcement of breach provisions in commercial contracts or penalties under the Integrity and Anti-Corruption Agreement.

9. Others

This *The United Laboratories Supplier Code of Conduct* takes effect from the date of issuance. The final interpretation right belongs to the Group's Procurement Center.