

Supplier Code of Conduct

HitGen Inc. (hereinafter referred to as "HitGen," "the Company," or "We") is committed to building a world-leading innovative biopharmaceutical company and fostering a positive cycle ecosystem that benefits patients, advances the industry, supports employee growth, and creates multi-party value. To ensure that our suppliers adhere to sustainable development principles throughout their cooperation with us, and to guarantee the sustainability, compliance, and social responsibility of our supply chain, we have established this Supplier Code of Conduct (hereinafter referred to as "this Code"). This Code applies to all direct and indirect suppliers and partners cooperating with the Company.

1. Core Principles

Suppliers of HitGen shall comply with all applicable laws, regulations, and industry standards. In their business operations, they shall fully balance economic, social, and environmental benefits, conduct business activities with honesty and fairness, eliminate corruption and unethical behavior, protect workers' rights, provide a safe and healthy working environment, reduce negative environmental impacts, and promote efficient resource utilization and circular regeneration.

2. Specific Requirements of this Code

2.1 Environment

2.1.1 Environmental Protection and Compliance

2.1.1.1 Comply with national and local environmental laws and regulations, ensuring that production processes meet standards for emissions, energy consumption, and waste disposal.

2.1.1.2 Encourage the reduction of greenhouse gas emissions, the setting of carbon reduction targets, and the regular public disclosure of progress.

2.1.1.3 Encourage the promotion of clean energy use and the gradual phase-out of high-pollution, high-energy-consumption equipment.

2.1.2 Resource Management

2.1.2.1 Encourage optimizing resource utilization efficiency, reducing raw material waste, and prioritizing the use of renewable or recycled materials.

2.1.2.2 Encourage establishing systems for waste classification, recycling, and disposal to reduce landfill volume and pollution risks.

2.1.2.3 Encourage water conservation and the implementation of wastewater recycling technologies.

2.1.3 Environmental Impact of Products and Services

2.1.3.1 Assess the full lifecycle environmental impact during product design, production, transportation, and use, prioritizing solutions with low environmental risks.

2.1.4 R&D Ethics

2.1.4.1 Adhere to animal welfare standards, treating animals humanely, and following the "3Rs Principle" (Replacement, Reduction, Refinement) and the "Five Freedoms" (Freedom from Hunger and Thirst, Freedom from Discomfort, Freedom from Pain, Injury, or Disease, Freedom to Express Normal Behavior, Freedom from Fear and Distress).

2.2 Social

2.2.1 Labor Rights and Employee Well-being

2.2.1.1 Child labor or any form of forced labor shall not be used, and any form of human trafficking shall not be engaged in.

2.2.1.2 Safety and Health: Provide a safe working environment, ensure employees receive necessary occupational health and safety training, and take effective measures to prevent workplace accidents and occupational health hazards.

2.2.1.3 Fair Employment: Prohibit any form of discrimination based on race, color, gender, age, pregnancy, nationality, disability, religion, political affiliation, union membership, or marital status, and ensure equal employment opportunities for all employees.

2.2.1.4 Working Hours and Compensation: Comply with local labor laws and regulations, respect employee rights, and ensure a fair compensation system.

2.2.2 Community Responsibility

2.2.2.1 Encourage participation in community development and support for public welfare projects (e.g., environmental protection, education, poverty alleviation).

2.2.2.2 Respect local cultures during project implementation and avoid negative impacts on communities.

2.2.3 Supply Chain Transparency

2.2.3.1 When necessary, provide supply chain information (e.g., sources of raw materials) to HitGen to ensure that all links in the supply chain meet ESG requirements.

2.3 Governance

2.3.1 Anti-Corruption and Anti-Bribery

2.3.1.1 Any form of bribery, kickbacks, or undue benefits is prohibited.

2.3.1.2 Establish effective anti-corruption and anti-bribery systems.

2.3.2 Business Ethics and Transparency

2.3.2.1 Ensure transparent business practices, clear contract terms, and prohibit misrepresentation or omission of material information.

2.3.2.2 Accurately disclose ESG-related data (e.g., carbon emissions, accident records, employee rights protection status).

2.3.3 Intellectual Property Protection

2.3.3.1 Respect intellectual property rights and shall not infringe upon the patents, trademarks, copyrights, etc., of HitGen or other third parties.

2.3.4 Information Security Protection

2.3.4.1 Protect the business information and data of HitGen and related third parties in accordance with relevant laws, regulations, and agreements, and establish an effective information security management system.

3. Management and Oversight Mechanisms

3.1 Supplier Audits

3.1.1 HitGen will regularly or irregularly assess supplier compliance with this Code, including but not limited to questionnaires, on-site audits, document reviews, and third-party certification verification.

3.1.2 Suppliers failing the audit must implement corrective actions within a specified period; otherwise, HitGen has the right to terminate the cooperation.

3.2 Continuous Improvement

3.2.1 HitGen will provide ESG training resources to help and encourage suppliers to enhance their sustainable development capabilities.

3.3 Reporting and Accountability

3.3.1 Establish reporting channels for violations and protect the rights of whistleblowers.

Reporting Email: internal.audit@HitGen.com

Reporting Hotline: +862885197385-8030

3.3.2 For suppliers that violate this Code, HitGen reserves the right to take actions including warnings, termination of cooperation, and pursuing legal liability.

4. Supplementary Provisions

4.1 The right to interpret this Code belongs to HitGen Inc.

4.2 This Code has been approved by the Company's Board of Directors' Strategy and Sustainability Committee. It takes effect from the date of issuance. The Company will periodically review and revise this Code as appropriate.

HitGen Inc.