

Trust for Life

2022 ESG Report

CONTENTS

3	Our Trust Report	21	Communities
4	A message from the Chief Executive Officer	22	Planet Positive
5	A message from the President & Chief Operating Officer	24	2022 GHG Inventory
6	About Zai Lab Limited	25	Act Right Now
7	Materiality Matrix	26	Advancing Transparency & Ethical Business Practices
8	Trust for Life	27	How Zai Lab Manages Our Enterprise Risks
9	2030 Target Goal Infographic	28	What Matters Most
10	Improve Human Health	29	Transparency
11	Journey to Reach One Million Patients	30	Management Responsibility
12	Securing Accessibility for Our Medicines	31	Appendices
13	Accelerating Medicines to Patients	31	Our Alignment with the UN SDGs
14	CASE STUDY: Focused R&D treating resistant infections	32	Hong Kong Stock Exchange (HKEx) Disclosures
15	Expand Our Global Pipeline	42	Sustainability Accounting Standards Board (SASB) Index
16	Focus on Technology	45	Global Reporting Initiative (GRI) Content Index
17	Create Better Outcomes	51	Forward-Looking Statements
18	Through Gender Equity		
19	People		
20	CASE STUDY: Standardizing employee enrichment		



Our Trust Report

Two years after publishing our first annual Environmental, Social, Governance (ESG) Report, we remain committed to discovering, developing, and commercializing therapies that improve the lives of patients in China and worldwide. And in doing so, we continue to align our work practices with the highest standards of human and environmental health. We're doing that by focusing on the quality of our products and manufacturing processes, minimizing our environmental footprint, and promoting honest and ethical business practices. We're proud of the progress we've made in capturing and measuring our current social and environmental footprint.

With the guidance from Business for Social Responsibility, we conducted our first materiality assessment in 2022 to help us identify, understand, organize, and prioritize ESG themes, opportunities, and risks that are most material to our business. The results of which informed the trajectory of our ESG strategy, which we refer to as Trust for Life. The 2022 ESG Trust Report sheds light on our ESG commitments, our progress in 2022, and our goals for the future.

Throughout this journey, we have relied on the guidance of benchmark boards and standardization processes. We rely on standards set by Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB). We have aligned our data collection, measurement, and reporting activities with industry-leading raters and rankers, like the CDP and the 2022 S&P Corporate Sustainability Assessment (CSA), as well as requirements of The Stock Exchange of Hong Kong Limited (Hong Kong Stock Exchange) and the Rules Governing the Listing of Securities on Stock Exchange of Hong Kong (HK Listing Rules). This ESG Report covers the global operations of Zai Lab. There is no significant change in the boundary and scope of this ESG Report from that of previous ESG reports.

Trust for Life is an initiative we are excited to grow with our stakeholders as we further develop and integrate our ESG Trust for Life strategy into our business and operations. If you have any questions, concerns, or ideas, please contact Jim Massey, Zai Lab Chief Sustainability Officer.



Zai Lab Suzhou, China



Samantha Du

Founder, Chairperson, and
Chief Executive Officer

Chief Executive Officer, Dr. Samantha Du: Improving Human Health

I founded Zai Lab because the innovation of science and medicine is fundamentally important to me. Because we work in the delicate space of human health, I've been committed right from the start to building a company you can trust. We have established a deep and differentiated pipeline of potential first-in-class and best-in-class products and will continue working to advance this pipeline through our research and development activities.

Right from the start, Zai Lab has committed to improving human health, regardless of where people live. To help deliver on this ambitious mission, we have established significant operations in China and the United States.

Thank you for your interest in our Company and the steps that we are taking to positively impact patient lives. We are excited to share our significant progress in 2022. I hope you will find many reasons to place your trust in us.

Sincerely,

Samantha Du

Founder, Chairperson,
and Chief Executive Officer



Josh Smiley

Chief Operations Officer

President & Chief Operating Officer, Josh Smiley: Creating Better Outcomes to Act Right Now

Like Samantha, I'm excited for you to read our 2022 Zai Lab Trust Report, which further describes our ESG strategy and provides updates on our progress with respect to our ESG commitments and goals in 2022. Our goal with this report is to show how we create better outcomes and act right now through our continued potential delivery of best-in-class and first-in-class medicines to patients.

I am proud to be part of a company that has effectively established gender and pay equity at all levels within the organization. From an operational perspective, we're taking our learnings forward to scale our procurement and supply chain thoughtfully and sustainably.

Zai Lab is paving the way for what business means in today's world. In helping to develop and drive a strategic operational approach, we're laying the groundwork for a company that is equipped for the challenges we face today.

I can't wait to help drive innovation in China and further progress our ESG goals.

Sincerely,

Josh Smiley

President & Chief Operating Officer

About Zai Lab Limited

Our mission is to become a leading global biopharma that delivers innovative treatments to patients in China and around the world.

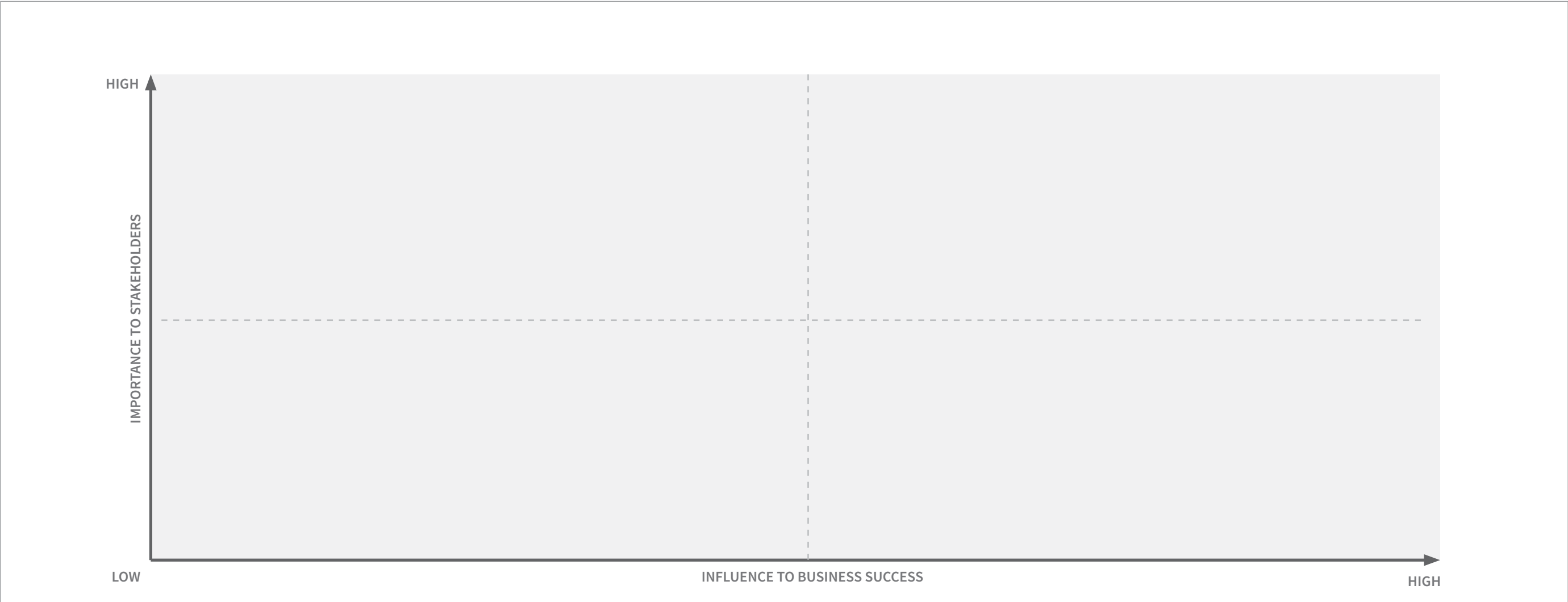
Founded in 2013, Zai Lab Limited (Zai Lab or the Company) is a patient-focused biopharmaceutical company committed to driving the next wave of healthcare innovation, with operations in mainland China, Hong Kong, Taiwan, and Macau (Greater China), and the United States. Zai Lab improves human health through research, discovery, development, licensing, and commercialization of innovative therapies. Bringing these potential first-in-class and best-in-class drugs to market has the potential to meet significant unmet needs in oncology, autoimmune disorders, infectious diseases, and neuroscience—and achieve our mission of delivering innovative medicines to patients in China and around the world.



Our purpose-filled [Positional Statements](#) further galvanize Zai Lab's concerted focus on growing trust for life. Learn more about [Our Mission](#) and [What We Do](#) on our webpage.

Materiality Matrix

In early 2022, Zai Lab underwent an expansive materiality assessment with support from a third-party organization. We selected from a list material ESG issues based on priorities, relevant reporting frameworks, global goals, industry associations and collaborations, stakeholder priorities, and existing and upcoming regulations. To rank these issues, we conducted: one-on-one interviews with Board members and senior executives, an employee survey complemented by focus group with employee groups across the enterprise, and one-on-one interviews with external stakeholders including partners and investors. The resulting Materiality Report informs us about our ESG strategy, Trust for Life. The interactive matrix below illustrates our areas of focus within each Commitment. If you would like to learn more, please contact [Jim Massey](#).



¹ Currently, although climate is not an immediate material financial risk to Zai Lab, we do recognize climate as a material ESG risk.

Trust for Life

Through our ESG Trust for Life strategy, we demonstrate our compassion and respect for our patients and stakeholders through our commitments—to environmental protection by minimizing our environmental footprint, to social responsibility through our support of our employees and communities, and to strong corporate governance practices that promote ethics, integrity, and transparency.

In our effort to deliver value to our patients, workforce, healthcare professionals, communities, and shareholders, we have made three Trust for Life commitments — Improve Human Health, Create Better Outcomes, and Act Right Now — which we pledge to build upon in the coming years, with the dedicated goal of reaching one million new patients by 2030.

This foundational approach serves as a powerful reminder of our company values and our commitment to have a positive impact.

Improve Human Health

Meeting the unmet medical needs of patients.

Create Better Outcomes

Leveraging our equitable and inclusive workforce and significant operations.

Act Right Now

Working ethically and urgently to make a valuable impact.



We refer to our ESG approach as **Trust for Life** because it represents the tremendous value we place on the many people who rely on us and because of our dedication to discovering life-changing medicines.

Reach **ONE MILLION** patients by 2030.

Create Better Outcomes



Our ESG approach, commitment to DEI, and growing pipeline help us create better outcomes for everyone.

Target: Maintain gender equity in leadership and base pay.

**TRUST
FOR LIFE**



We build trust by acting urgently and ethically.

Target: Complete ERM top-tier risk mitigation plans annually.

Act Right Now



Improve Human Health

Our patient-first core value drives us to impact human health.

Target: Complete ERM top-tier risk mitigation plans annually

Improve Human Health

Meeting the unmet medical needs of patients

Improving human health is our biggest ambition and that is why it is the first pillar in our Trust for Life strategy. Our success relies on meeting the unmet medical needs of patients. That's why we're focused on marketing our four commercial products – ZEJULA, Optune, QINLOCK, and NUZYRA – scaling our capabilities, and developing our portfolio and product candidates to expand the availability of treatments for patients in need.

By identifying three targets to achieve our goal, we can more steadily progress toward reaching one million new patients by 2030. Our route toward improving human health includes accelerating medicines to patients, expanding our pipeline, and focusing on technology.

“

Our commercial organization has bold ambitions, In the near term, we aim to become the market leader in China for ZEJULA, Optune, and QINLOCK and set a solid foundation for future success. In the medium term, we are preparing for 8 additional product launches in Greater China. And in the long term, we want to establish therapeutic area leadership in both China and the United States.”

– **William Liang**, Chief Commercial Officer, President, Greater China

Accelerating Medicines to Patients

Helping more people access our potential best-in-class and first-in-class products.

Expanding our Pipeline

Growing our product pipeline through collaborative partnerships and corporate development.

Focusing on Technology

Leveraging technology to drive innovation in human health.

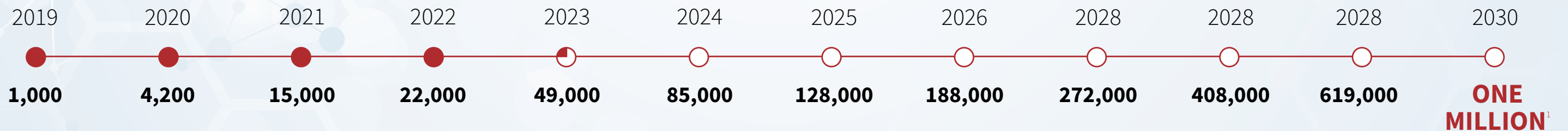
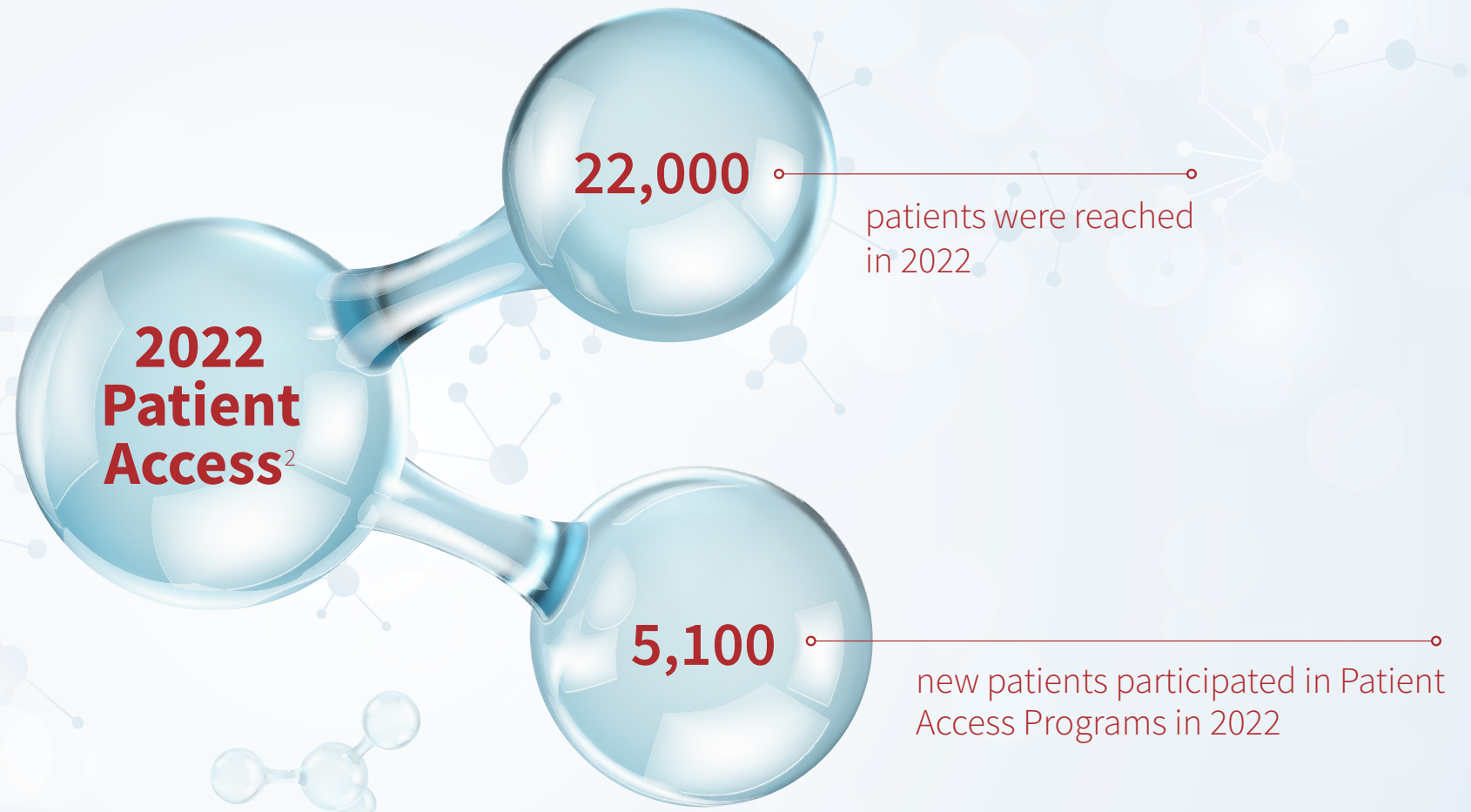
By 2030, Zai Lab expects to reach more than one million new patients. We seek to achieve this goal by increasing access to patients for our existing commercial products and progressing our pipeline to commercialization.

Improve Human Health

Journey to Reach One Million Patients by 2030

Patient Access Programs aim to support patient access and potentially the affordability of medicines for eligible patients by:

- Streamlining distribution and hospital and pharmacy listing
- Offering Patient Assistance Programs
- Supporting innovative financial assistance
- Building out our patient support programs
- Establishing listing in National Registry Drug List (NRDL) and supplemental insurance plans (SIP) plans to reduce cost for patients







² Data on file.
³ Cumulative.

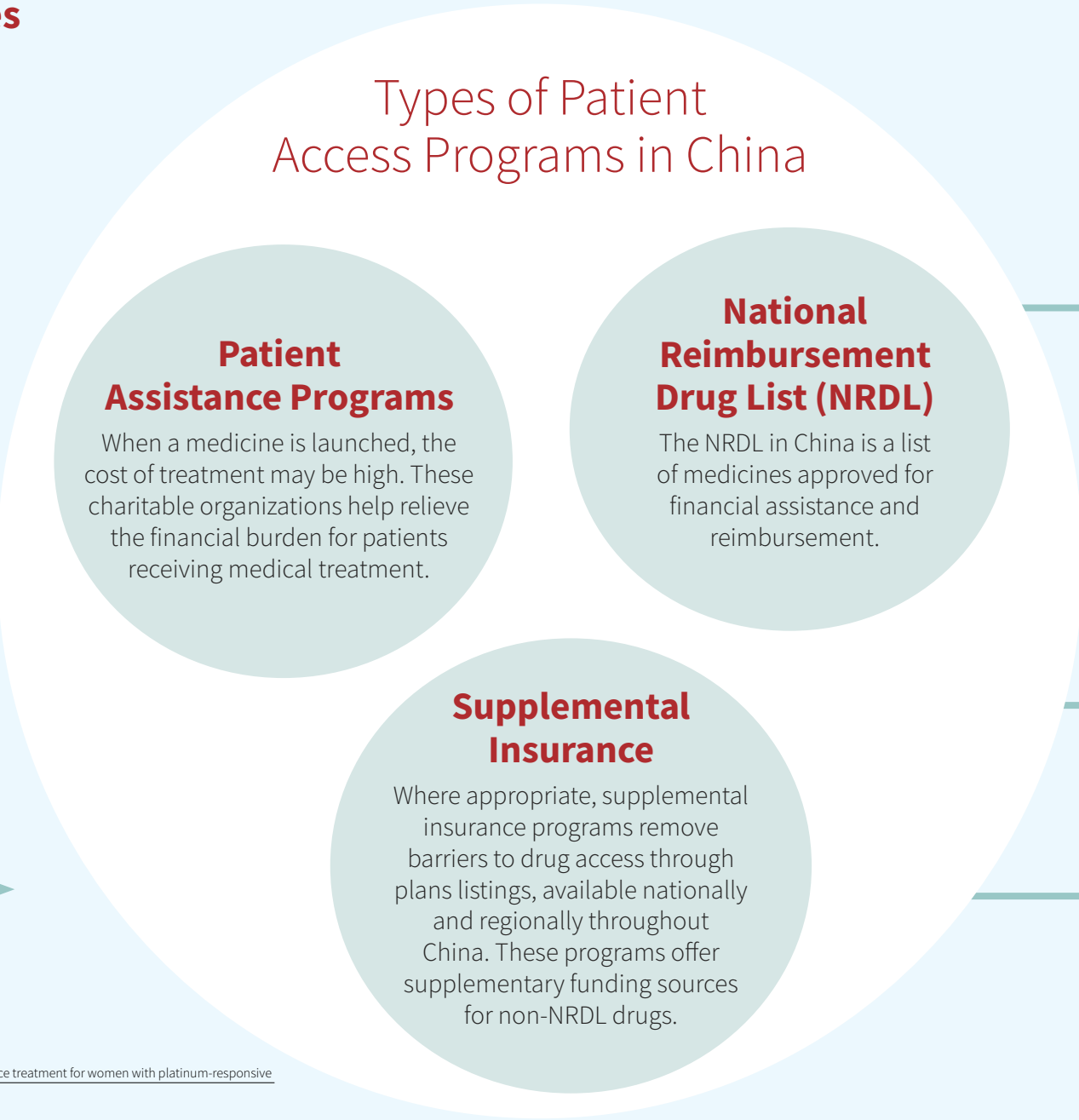
Improve Human Health

Securing Accessibility for Our Medicines

Commercial Platform Signals Wider Accessibility

These four approved medicines launched commercially with support from Zai Lab's research, development, and licensing expertise.

	Zejula® ⁴ is available through NRDL. ⁵
	Using a new technology called TTFields, Optune is the first medical device supported by supplemental insurance. ⁶
	Qinlock has been ranked first for supplemental insurance inclusion. ⁷
	NUZYRA was included in NRDL in 2022. ⁸



Reach One Million Patients



⁴ All trademarks and respective trademarks referenced within are property of their respective owners.
⁵ Zai Lab Limited, "FDA approves Zejula (niraparib) as the only once-daily PARP inhibitor in first-line monotherapy maintenance treatment for women with platinum-responsive advanced ovarian cancer regardless of biomarker status." Published April 29, 2020.
⁶ Oncology Times, "Approval for Optune Device for Glioblastoma." Published November 10, 2015.
⁷ Compared to other innovative drugs approved in the same year. "Building a Better Biopharma Leader."
⁸ Zai Lab, "Zai Lab Announces Inclusion of QINLOCK® (ripretinib) and NUZYRA® (omadacycline) in China's National Reimbursement Drug List." Published January 18, 2023.

Improve Human Health

Accelerating Medicines to Patients

Helping more people access our potential best-in-class and first-in-class products.



Goal

By 2030, we commit to increase patient access to our medicines, in observance of laws and regulations.

With our goal of increasing patient access to our medicines, Zai Lab has scaled our efforts. Three years into our ten-year goal, we've accelerated four products to commercial launch in China. These products are designed to meet significant unmet patient needs across oncology, including ovarian cancer, glioblastoma multiforme (an aggressive form of brain cancer), gastrointestinal stromal tumors, and infectious diseases.



Achievement

In 2022, we donated more than \$8.7M and reached 22,000 in-need patients, with 5,100 new patients joining our patient assistance programs.

We proudly highlight the following commercial achievements:

Product	About	2022 Achievements
ZEJULA (GlaxoSmithKline, GSK)	This medicine is included in the NRDL for first-in-line and recurrent maintenance treatment for patients with ovarian cancer in the all-comer setting in China.	\$145.2 million in net revenue in 2022, which represented 39% share in GCR hospitals sales across all conditions and 28% of global sales for our partner GSK. ⁹
OPTUNE (Novocure)	This is the second most common treatment reimbursed through supplemental insurance programs.	This medicine was listed in 87 supplemental insurance plans in 2022—up from 33 plan listings in 2021. ¹⁰
VYVGART® (Efgartigimod) (Argenx)	This medicine is the first FDA-approved treatment of its kind for adults with anti-AChR antibody positive generalized myasthenia gravis (gMG).	FDA approved Fast Track and Orphan Drug designations. ¹¹ This medicine has the potential to address significant unmet medical needs, with ~200,000 people in China who have been diagnosed with gMG. ¹²

⁹ Based on quarterly financials of GlaxoSmithKline.

¹⁰ Zai Lab, 2022 Annual Report on Form 10-K

¹¹ FDA, U.S. Food and Drug Administration, "FDA Approves New Treatment for Myasthenia Gravis." Published December 17, 2021.

¹² Based on 3Q 2022 data, Meditrust Health disclosure, September 2022.

Improve Human Health

Accelerating Medicines to Patients

CASE STUDY: Focused R&D to treat resistant infections

Antimicrobial Resistance (AMR) is life-threatening, ever-present, and disastrously costly. Over the last 40 years, experts have warned of a drastic increase in microbial resistance and the urgent scarcity of effective medicines to combat this resistance. In 2019, the World Health Organization demanded immediate action to avert this potential crisis. They stated that if nothing is done to curb the AMR crisis by 2050, more than 10 million could die each year.¹³

“We work to address resistant infections—something we critically need to combat. It’s a medical need felt across the globe, and a need that has been neglected.”

– **Harald Reinhart**, President, Head of Global Development, Neuroscience, Autoimmune, and Infectious Diseases.

As the pharmaceutical industry’s infectious disease Research and Discovery (R&D) diminished across the globe, Zai Lab remains focused on doing the right thing. Our purpose-driven values prescribe that we work to find treatments where there are no alternatives. With our resistant-focused medicines, Zai Lab has found meaningful opportunities to address some of the most serious challenges facing humanity today inside and outside of China.

SUL-DUR (Entasis)

A. baumannii accounts for as many as 200,000 cases in China each year. Drug-manufacturer Entasis has developed Sulbactam/durlobactam, or SUL-DUR,¹⁴ to treat resistant infections caused by *Acinetobacter baumannii*, including multidrug-resistant and carbapenem-resistant (CRAB) strains.

- In December 2022, Zai Lab submitted an NDA to the NMPA. It was subsequently granted priority review status in January 2023 and accepted in February 2023.¹⁶

Nuzyra (Paratek Pharma)

Omadacycline, or NUZYRA®, is an FDA-approved, once-daily oral and intravenous (IV) antibiotic for the treatment of adults with acute bacterial skin/skin structure infections (ABSSSI) and community-acquired bacterial pneumonia (CABP).

- Zai Lab has an exclusive license¹⁵ from Paratek to commercialize NUZYRA in mainland China
- In December 2021, the China National Medical Products Administration (NMPA) approved NUZYRA® as a Category 1 innovative drug for the treatment of ABSSSI and CABP.¹⁷

¹³ World Health Organization, “New report calls for urgent action to avert antimicrobial resistance crisis.” Published April 19, 2019.

¹⁴ Zai Lab, “Sulbactam-Durlobactam Overview.”

¹⁵ Access to Medicine Foundation, from the 2021 Antimicrobial Resistance Benchmark Research Programme, “Biotech and Superbugs,” Published June 2021.

¹⁶ Global News Wire, “Zai Lab Announces Full-Year 2022 Financial Results and Recent Corporate Updates.” Published March 1, 2023.

¹⁷ Bloomberg, “China NMPA Approves NUZYRA as a category 1 innovative drug for Treatment.” Published December 16, 2021.

Improve Human Health

Expand Our Global Pipeline

Growing our product pipeline through collaborative partnerships and corporate development.

Goal

We commit to progress our drug candidates through open innovation and external collaborative partnerships.

We believe that our world-class portfolio and our substantial collaborative efforts make Zai Lab an exceptional and in-demand partner. By amplifying our thriving portfolio and bolstering our shared medical initiatives, we aim to build a stronger pipeline to market.

Goal

By 2025, we will advance up to eight medicines toward commercial approval in China.

We strive to be an industry leader in regulation quality and development execution, including with respect to the speed and quality of our products, clinical trial enrollment, and regulatory approval. To accelerate our global clinical pipeline, we leverage our strong presence within the GCR medical platform. We're proud of our many clinical research successes.



Achievement

In 2022, we gained a better understanding of patients in key disease areas through nearly 50 drug trials and more than 22 drug candidates.

We have demonstrated strong expertise in leading and designing clinical trials for our potential best-in-class and first-in-class products.

Achievement

9+ first-in-class and best-in-class assets in our portfolio in 2022

Details

Commercial Stage: TIVDAK^{®18}
Late-Clinical Stage: VYVGART[®], KRAZATI^{®19}, and KarXT²⁰
Early Clinical Stage: Elzovantinib²¹ and BLU-945²²
Discovery Stage: Novel AI platforms and bi-specific platforms

High-quality data generated from studies for Bemarituzumab, Zai Lab's exclusively licensed medicine for the treatment of gastric cancer²³

This data is recognized by both the FDA and the China CDE for Breakthrough Therapy Designations.

¹⁸ Zai Lab, "Seagen and Zai Lab Announce Regional Strategic Collaboration and License Agreement for TIVDAK[®] (tisotumab vedotin-tftv)," Published on September 17, 2022.

¹⁹ Larvol, "Krazati (adagrasib) / Mirati, ZAI Lab - LARVOL DELTA."

²⁰ Zai Lab, "Zai Lab and Karuna Therapeutics Announce Strategic Collaboration," Published November 9, 2021.

²¹ Zai Lab, Elzovantinib (MET).

²² Blueprint Medicines, "Blueprint Medicines and Zai Lab Announce Strategic Collaboration and License Agreement for BLU-945 and BLU-701 in Greater China," Published November 9, 2021.

²³ Zai Lab, "Amgen's Investigational Targeted Treatment Bemarituzumab Granted Breakthrough Therapy Designation," Published April 19, 2021.

Improve Human Health

Focus on Technology

Leveraging technology to drive innovation in human health.



Goal

We commit to continuing our exploration, research, and discovery of innovative therapies, including technological treatment options in our research and development.

Our focus on using innovation to discover and develop medicines has an immediate and direct impact on the growth of our regional and global pipeline. In our commitment to creating better outcomes, we leverage technology to engage healthcare professionals and provide scientific information across our internal research and discovery activities, and within our medical product pipeline. The innovative technologies we use enrich our discovery process and medical solutions and help us to close the gap between areas of significant need and new modalities.



This [collaboration with Schrödinger] will complement our existing discovery efforts in the DNA damage response pathway in addition to potential combinatorial approaches within our pipeline, such as with the PARP inhibitor ZEJULA.”

– Rafael Amado, M.D., President,
Head of Global Oncology Research & Development



Achievement

In 2022, we partnered to leverage cutting-edge technology, like Schrödinger’s proprietary physics-based computation AI drug development platform, to identify new treatment solutions.

Partnering on Technology

Leveraging Technology to Drive Innovation: Schrödinger’s AI

Throughout 2022, we’ve collaborated in a “global discovery, development, and commercialization collaboration focused on a novel program in oncology targeting DNA damage response.”²⁴ We use Schrödinger’s AI drug development platform²⁵ to transform the way medicines are developed through technology. Schrödinger, Inc, is a clear opportunity for Zai Lab partnership.

Offering Technology as a Treatment: Tumor Treating Fields (TTFields)

Tumor Treating Fields (TTFields)²⁶ is a cancer treatment that uses electric fields that are tuned to specific frequencies to disrupt cancer cell division by providing an electric current that targets and eliminates dividing cancer cells. TTFields uses a portable delivery system, called Optune or Optune Lua, that delivers frequency therapy treatment to patients with lung cancer. Zai Lab has an exclusive license from NovoCure Ltd. to develop and commercialize this technology in Greater China. We launched Optune in Hong Kong in 2018 and in mainland China in 2020.²⁷

²⁴ Globe News Wire, “Schrödinger and Zai Lab Announces a Global R&D Collaboration in Oncology.” Published August 4, 2021.

²⁵ Schrödinger, [The Power of the Schrödinger Platform](#).

²⁶ Zai Lab, [Tumor Treating Fields](#).

²⁷ Novocure, [Novocure and Zai Lab announce strategic collaboration with a license agreement for tumor treating fields in Greater China.](#) Published September 12, 2018.

Create Better Outcomes

Leveraging our equitable and inclusive workforce and significant operations.

Our ESG approach, commitment to diversity, equity, and inclusion (DEI), and growing pipeline help us create better outcomes for people. Our unique identity, equitable and inclusive workforce, and significant operations in the U.S. and China set us apart and give us advantage to deliver on our common mission to improve human health and can be accomplished through our people, our communities, and becoming planet positive.

Our worldwide teams are united in establishing a healthy Zai Lab work culture right from the start. We embrace our strong culture by making purposeful contributions and volunteering within our communities to drive impact for more of our stakeholders.

We act as responsible stewards of our planet by taking steps to reduce the environmental impact of our business operations. And we continue to invest in initiatives that benchmark where we are now and call attention to our achievements in safe environmental practices.

“ We are proud that we are creating a culture of responsibility at Zai Lab right from the start. Instead of holding aspirations to make things right in the future—we set targets to maintain doing the right thing now.”

F. Ty Edmondson, Chief Legal Officer

People

Building a well-qualified, agile, resilient, and diverse industry workforce.

Communities

Effecting meaningful engagement and making purposeful contributions to society.

Planet Positive

Doing our part to stay rooted in environmental protection.

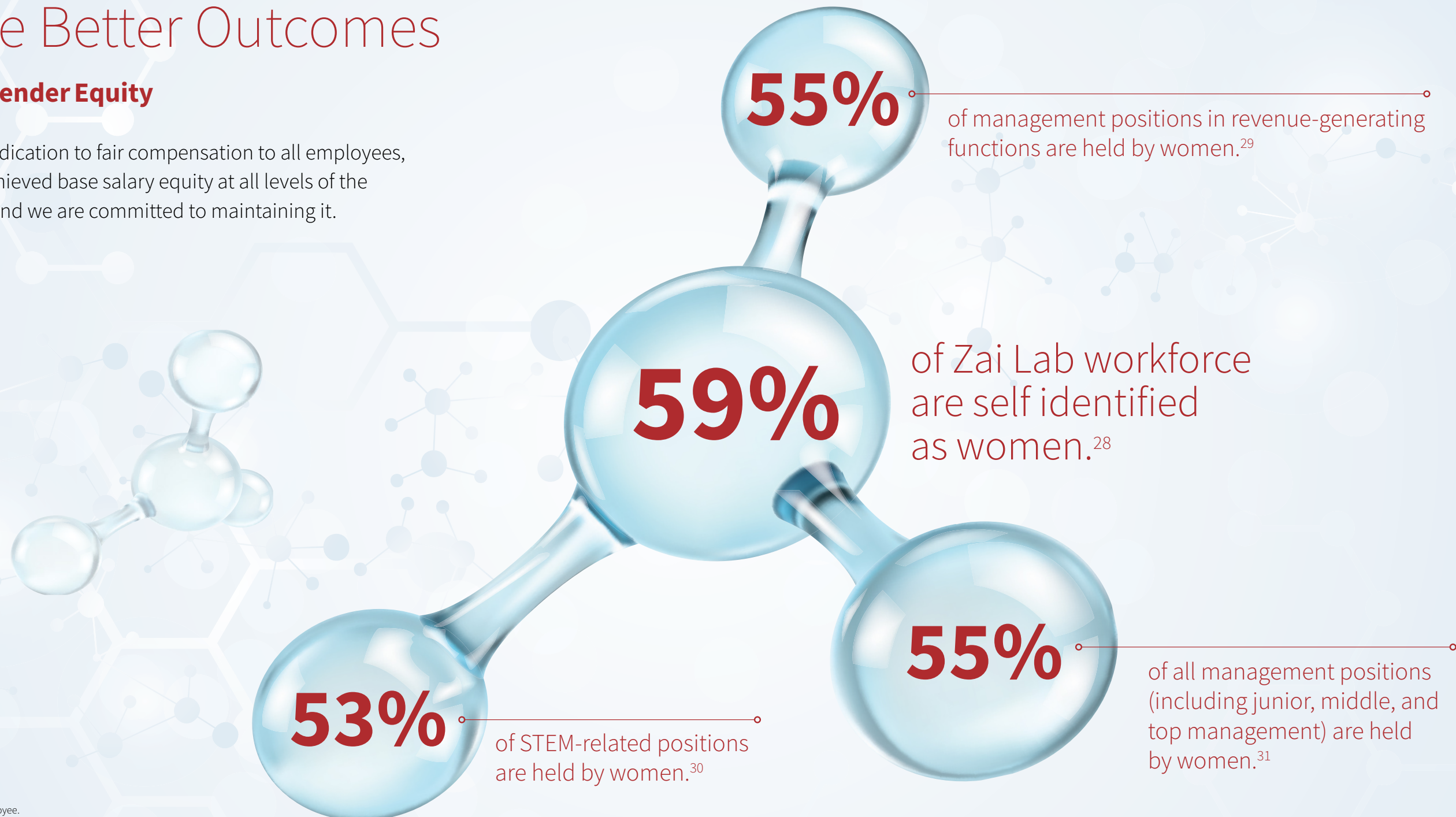
We are committed to maintaining leadership in gender representation and base pay equity through 2030.



Create Better Outcomes

Through Gender Equity

Proving our dedication to fair compensation to all employees, Zai Lab has achieved base salary equity at all levels of the organization, and we are committed to maintaining it.



²⁸ Includes every Zai employee.

²⁹ Includes the percentage of all managers (excluding support functions, like HR, IT, Legal, etc.)

³⁰ Based on the percentage of total STEM positions, including STEM management.

³¹ Includes all management positions, including junior, middle, and top management.

Create Better Outcomes

People

Building a well-qualified, agile, resilient, and diverse industry workforce.

Goal

We commit to building an agile, resilient, and diverse company by enhancing and developing our human capital investments.

Our unique identity, equitable, and inclusive workforce, and significant operations in the U.S. and China sets us apart and gives us leverage to create better outcomes for everyone. Zai is dedicated to offering equal opportunities in our human resources practices, regardless of gender identity, age, sexual orientation, nationality, marital status, disability, and religious belief – as documented in our Code of Business Conduct and Ethics.



Achievement

In 2022, we maintained gender equity in leadership and base pay.

We provide our employees with a culture of open communication. Our growing performance management and talent development processes gives our employees the important and regular feedback and coaching they need to develop. Underscoring that, our management team makes themselves available for employees, including through regular town hall events that encourage open dialogue.

We launched three employee resource communities in 2022, including:

- **Women's Leadership Community (global)**
- **Culture Committee (based in China)**
- **DEI & Culture Community (based in the U.S.)**

We have implemented a robust compensation and benefits program with incentivized benefits that help us attract, motivate, and retain our talent, including cash and stock-based compensation and other benefits to support financial, physical, and emotional health. We also seek to engage and develop our employees through technical, leadership, and other training as well as tuition support.

Create Better Outcomes

People

CASE STUDY: Standardizing employee enrichment



Employee Development and Engagement

In 2022, we developed a succession planning infrastructure and remain focused on engaging our employees through robust benefits and compensation.

- Establish full-scale talent recruitment and management
- Provide more flagship development and training programs
- Leverage industry leading technology to simplify employee experience.

Improving our Employee Benefits

In 2022, we took steps to make our compensation and benefits practices more competitive globally by strengthening our U.S.-based programs.

- Access to 24/7 on-demand virtual appointments with specialists.
- Guided skills-building and workplace communities are created through the team-building Maven application.

Enhanced U.S. Time Off and Leave Programs

8 Weeks

Paid New Parent/Family/Military Leave

5 More Days

Paid Time Off bereavement leave, Jury Duty leave, and increased vacation accrual

Seasonal Time Off

Established winter shutdown at the end of the year

Create Better Outcomes

Communities

Effecting meaningful engagement and making purposeful contributions to society.

Goal

We commit to driving better outcomes in our communities through product donations and by encouraging our employee volunteerism program.

During the COVID-19 shutdowns in Shanghai, our employees stepped up to lead in their communities, giving us the capability to scale and launch our employee volunteerism program. And as we reinforce the structure of our volunteer program, we encourage and support every employee with eight hours of work time for volunteerism.

Globally, we work to engage our employees' volunteer spirit through our collaborative partnerships that align with what matters most to our business. For this reason, we curate volunteer opportunities focused on science and equity and STEM.

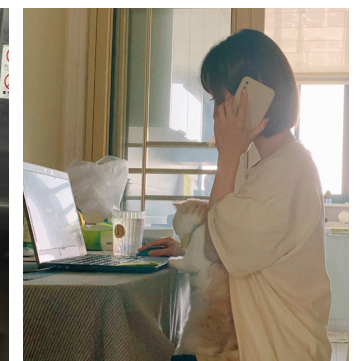


Achievement

Last year, we launched our Employee Volunteerism program, providing every Zai Lab employee with eight hours of annual work time to volunteer.

In 2022, Zai Lab employee-volunteers dedicated their time and service participating in six virtual-volunteering events and dedicated their time and service to positively impact over 210 beneficiaries.

- Cards featuring Black women STEM leaders to inspire girls for **Project DIVA International**.
- STEM flashcards for children for **Stepping Stones**.
- Science-based flashcards for **East Harlem Tutorial Program**.
- Digital fact cards about STEM-based topics for **Project SYNCERE**.
- Mental health awareness infographics for **Yu Qing Depression Society Support Community**.
- Aids for learning about STEM-based topics focused on girls for **Shining Star Organization**.



Create Better Outcomes

Planet Positive

Doing our part to stay rooted in environmental protection.

Goal

We commit to being net positive, signing the Science-Based Targets commitment letter, and setting a Net Zero target.

Environmental stewardship is integral to creating better outcomes for everyone. It's critical that we set emission reduction targets, combined with innovative improvements to achieve net zero. By committing to meet Science-Based Targets, we will establish indicators to track our progress.

Goal

By 2025, we commit to focusing on Zai Lab's impact on biodiversity and will establish Sustainable Practices in Biodiversity.

We want to help reclaim the biodiversity of the communities and regions in which we operate. We are taking steps toward net zero by prioritizing actions that decarbonize and considering material environmental issues based on Zai Lab's industry and geographic presence (e.g., climate impacts like flood risks in Suzhou, China).



Making Strides in 2022

Target	Transparency	Timeline Goal
Scope 1, Scope 2, and Scope 3 inventory	Complete inventory using the year 2022 as a baseline.	2023 - COMPLETE
Establish standardized and compliant business and operational practices	Establish Global Occupational Health and Safety (OHS) management system to include an Environmental Health and Safety Policy and Global Environmental Health and Safety Standard.	2022 - COMPLETE
Climate Risk Assessment	Explore target-setting, regarding asset location, capital deployment, and other key areas of impact.	2023 - IN PROGRESS
Commit to Net Zero	Initiate this goal by signing the Science Based Targets commitment letter.	2025 - TO BEGIN IN 2023

Create Better Outcomes

Planet Positive (continued)

Doing our part to stay rooted in environmental protection.

Goal

We commit to conducting a climate risk assessment so that we can explore target-setting considering, regarding asset location, capital deployment, and other key areas of impact.

In our efforts to set baselines and establish milestone goals, we can identify areas of further refinement and understand our operational impact. We are on a target-setting journey toward operational efficiency and near-zero impact, reflecting our respect for our environment and planet.



Achievement

In 2023, we completed a full Scope 1, Scope 2, and Upstream Scope 3 GHG inventory, along with a full value chain screening to identify our emissions hotspots, upstream and downstream from our operations – using the year 2022 as a baseline – to help us understand our current operational footprint and analyze our environmental and climate risks.

As part of our approach to Zai Lab’s organizational climate risk, we’re focused on improving our operational efficiency. We will expand our existing efforts, with a focus on our energy and water consumption, waste management, and treatment.

Achievement

In 2022, we established a Global Occupational Health and Safety (OHS) management system to include an Environmental Health and Safety Policy and Global Environmental Health and Safety Standard.



Create Better Outcomes

2022 GHG Inventory

Our 2022 GHG inventory was based on a thorough review of Zai Lab assets, facilities, and operations, following the GHG Protocol, and will serve as a GHG emission baseline to measure and set our future GHG reduction targets.

Scope 1: Direct emissions

19

Scope 2: indirect location-based emissions

3,951

Scope 3: Waste generated in operations

43

Scope 3: Fuel- and Energy-related activities

1,109

Scope 3: Upstream transportation and distribution

1,988

Scope 3: Business travel

6,542

Scope 3: Capital goods

8,786

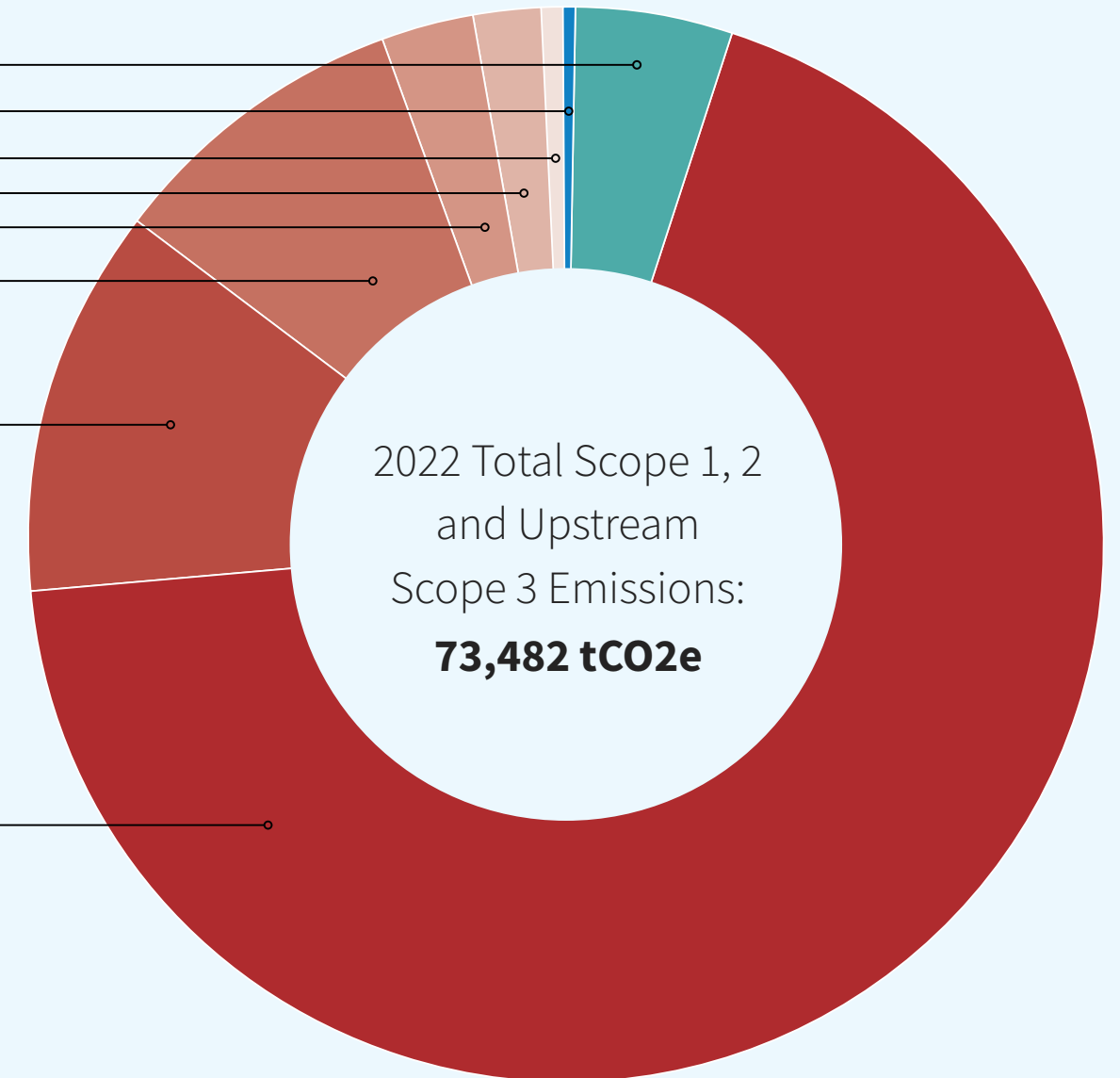
Scope 3: Purchased goods and services

51,051

Total

73,482 tCO₂e³²

³²GHG emissions intensity = 36.01 tCO₂e/person



Act Right Now

Working ethically and urgently to make a valuable impact.

As we work to accelerate access to new medicines for patients in need, we remember that we work in the intimate space of human health. Every employee at Zai Lab is expected to work ethically and urgently in response to our united mission of delivering innovative treatments to patients in China and around the world.

The significance of our impact urges us all to act right now by doing what matters most, working with transparency, and reinforcing our management responsibilities. Our Executive Leadership Team and Board of Directors jointly govern and lead our ESG strategy and our Enterprise Risk Management (ERM) process.



We know what we do matters, and that's why we commit to Act Right Now – balancing a sense of urgency with our high standards of ethics and quality.”

–Ann Beasley, Chief Compliance Officer



What Matters Most

Making an ethical business culture that drives our daily operations.

Transparency

Building and disclosing best and forward-thinking business practices across our enterprise.

Management Responsibility

Reinforcing our commitments through the inclusion of ESG goals.

We commit to complete enterprise risk mitigation (ERM) plans for top tier risks identified in the 2022 annual enterprise risk assessment. We build trust by acting urgently and ethically.

Act Right Now

Advancing Transparency & Ethical Business Practices

Our integrity is steeped in how we conduct business worldwide. We are committed to transparency, ethical business practices, and strong governance.



Act Right Now

How Zai Lab Manages Our Enterprise Risks

We are committed to acting responsibly by identifying and managing material enterprise risks. To accomplish this, we've established an enterprise risk management (ERM) program as well as a risk governance structure to oversee our risk management.



Identifying and Assessing Enterprise Risks

Zai Lab identifies and assesses enterprise risk in two ways:

1. We partner with independent outside experts. We're currently in year three of our third-party risk assessment program.
2. We conduct an internal annual risk assessment.

Our Risk Management Governance Structure

Board of Directors

The Board is responsible for establishing and reviewing the effectiveness of our ERM system. The Board also provides risk oversight through its committees. For example: the Audit Committee supports Board oversight of enterprise-wide and financial risks, the Nominating and Corporate Governance Committee for ESG risks, the Compensation Committee for compensation-related risks, and the Commercial Committee for risks related to our commercial activities.

The Global Compliance Committee (GCC)

This management committee, chaired by the Chief Compliance Officer, reports to the Audit Committee and Chief Legal Officer, as deemed appropriate, [on GCC findings related to material enterprise risks].

The China Compliance Committee (CCC)

This management committee is focused on regional and operational risks in the Greater China Region and reports to the GCC.

The Risk Coordination Council (RCC)

This committee of Zai Lab senior leaders for governance, quality, and operations, co-chaired by the Chief Compliance Officer, provides a forum to discuss and identify, monitor, and manage risks across the organization. The RCC reports to the GCC and/or the Audit Committee, as deemed appropriate.



Managing Risks

Zai Lab has established risk management committees that are responsible for:

1. Interviewing leaders from various business functions
2. Reviewing risks in specified areas
3. Calibrating risk ratings to reflect their significance
4. Assigning risk owners
5. Developing risk management, mitigation, or remediation plans or strategies

Risk findings and management recommendations are presented to the GCC

GCC risk findings and recommendations are presented to the Audit Committee for review

Act Right Now

What Matters Most

Making an ethical business culture that drives our daily operations..

Goal

We commit to continuing to build stronger risk management that provides structure around responsibility.

Our enterprise risks must be smoothly and efficiently addressed so we can enable our employees to communicate existing or developing risks, including related concerns, issues, and obstacles, so they are able to make responsible, informed decisions. In connection with this, our governance structure and our operations are designed to help us all make sound decisions that lead to actionable outcomes.



Achievement

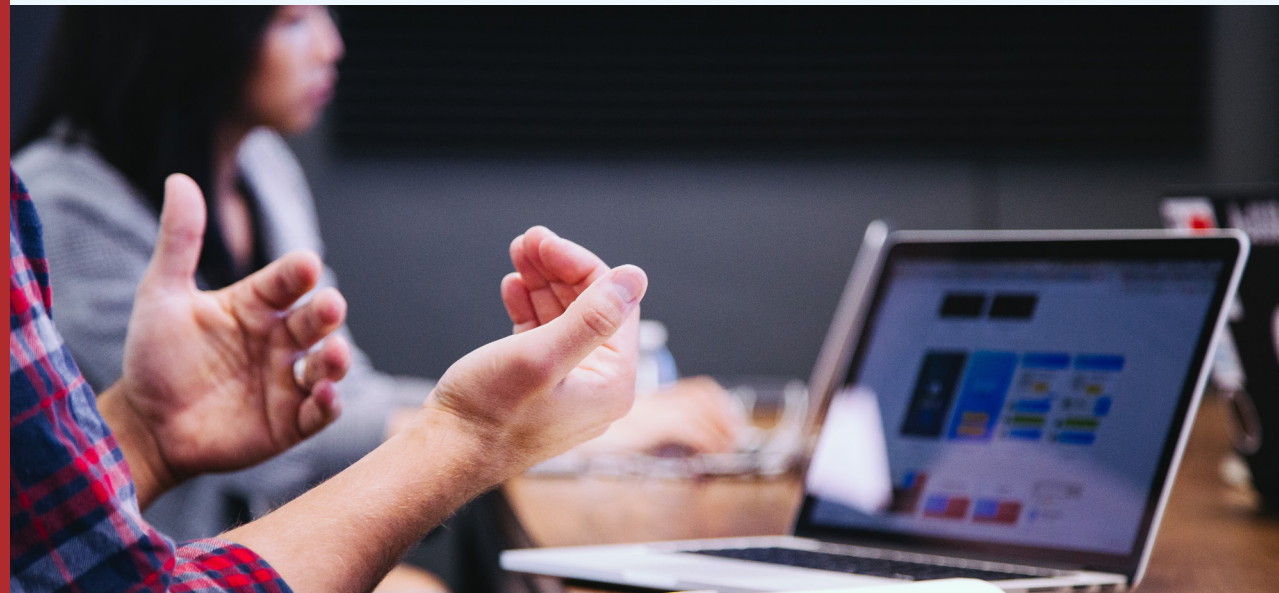
We implemented three high-level Enterprise Risk Mitigation (ERM) programs.

Organizations within the life sciences industry tend to curve toward siloed operations and governance. By acting right now, we can identify, assess, and mitigate any risks that could prevent us from achieving our goals. Our risk management process is an opportunity to connect to discuss concerns, issues, and obstacles.

Achievement

In 2022, we remained compliant with Occupational Health and Safety (OHS) standards and regulations, voluntary programs, and collective agreements.

Our values dictate that we infuse the highest health standards and regulations into our operations and processes. We're proud of our accomplishment in remaining compliant in all our facilities.



Act Right Now

Transparency

Building and disclosing best and forward-thinking business practices across our enterprise.

Goal

We commit to reviewing our supply chain due diligence processes and further developing our Supplier Code of Conduct.

We recognize that government regulation plays an important role in our industry. Innovation requires enabling standards and policies that prioritize safety of and access to medicines. Through ethical and transparent support of both relevant policies and political parties, Zai Lab supports, motivates, and drives medical innovation. We comply with all laws and regulations related to political contributions and public policy engagement in every country with Zai operations.



Achievement

We improved our transparency by aligning our business and ESG disclosures with global and regulatory frameworks and participating with annual key raters and rankers, including DJSI, CDP, and TCFD.

We prioritize transparency with regard to our public policy engagement. When appropriate, Zai Lab will join relevant industry associations and disclose our stance on topics. We support initiatives and policies that further medical innovation and increase access to medicines.

Political and Lobbying Disclosures

In 2022, Zai Lab did not make any political contributions. As stated in our [Code of Conduct](#), when Zai Lab participates in political activities, we require our employees to follow these guidelines:

- Only participate in political activities and lobbying during non-business hours.
- Ensure only personal views are represented when communicating in a public forum.
- Make political contributions only on behalf of individuals, not in conjunction with or representative of Zai Lab. In 2022, Zai Lab did not make any political contributions.
- Prohibit public office or political campaigning on behalf of Zai Lab, removing any conflict of interest.
- Receive necessary approvals before using Zai Lab resources to support political activities.



Act Right Now

Management Responsibility

Reinforcing our commitments through the inclusion of ESG goals.



We commit to further integrate consideration of ESG progress into our executive compensation decisions.

Zai Lab strives to take risks responsibly—ethically and urgently. Through our integrity and our ethical work practices, we can maintain the trust of all who work with us and who rely on us.



In 2022, we hired our first Global Head of Procurement with a goal to embed the company’s ESG priorities into functional ways of working, including the governance of supply chain management and oversight within a global procurement team.

Our executive management team is comprised of our CEO and her direct reports who, collectively, have management responsibility for our business. They’re also responsible for ESG agenda development and delivery of business strategy. Our management team places significant focus and attention on matters concerning our human capital assets—with a particular focus on advancing our diversity, capabilities, and succession planning.

Accordingly, we regularly review employee development that serves to encourage skill-building and self-improvement and helps us identify areas to further progress our pipeline of talent. We have implemented performance management and talent development processes in which managers provide regular feedback and coaching to develop and retain employees.



Appendices

Our Alignment with the UN SDGs

Zai Lab remains committed to accelerating and expanding our alignment with the United Nations Sustainable Development Goals (SDGs). We closely identify with all the United Nations Sustainable Development Goals (SDG). In our effort to stay in line with our purpose while incorporating our learnings from our materiality assessment, Zai Lab has prioritized the following SDGs in the table to the right. For more information about how Zai Lab connects climate action to Our Purpose, please refer to the table “Making Strides in 2022” on page 22.



Sustainable Development Goal	Goal	Affiliated Trust for Life Actions
	SDG 3: Good health and well-being	Ensure healthy lives and promote well-being for all at all ages. <ul style="list-style-type: none"> • Accelerate Medicines to Patients • Expanding Our Global Pipeline • People • What Matters Most
	SDG 5: Gender equality	Achieve gender equality and empower all women and girls. <ul style="list-style-type: none"> • People
	SDG 9: Industry, innovation, and infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. <ul style="list-style-type: none"> • Accelerate Medicines to Patients • Expanding Our Global Pipeline • Focus on Technology • Communities • Transparency • Management Responsibility
	SDG 12: Responsible consumption and production	Ensure sustainable consumption and production patterns. <ul style="list-style-type: none"> • Accelerate Medicines to Patients • Expanding Our Global Pipeline • Communities
	SDG 13: Climate action	Take urgent action to combat climate change and its impacts. <ul style="list-style-type: none"> • Planet Positive
	SDG 17: Partnerships for the Goals	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development. <ul style="list-style-type: none"> • Accelerate Medicines to Patients • Expanding Our Global Pipeline • Focus on Technology • Communities

Hong Kong Stock Exchange (HKEx) Disclosures

This report was developed in alignment with the requirements of The Stock Exchange of Hong Kong Limited, specifically in accordance with Appendix 27: Environmental, Social, and Governance Reporting Guide of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. Our ordinary shares are listed for trading on The Hong Kong Stock Exchange, stock code 9688-HK. The following indices detail where information may be found in this report. In addition, we have included supplemental information on certain issues in the index that may be of interest to stakeholders. All data are as of, or for the year ended December 31, 2022, unless otherwise noted. During 2022, as far as the Board is aware, the Company has, in all material respects, complied with the relevant laws and regulations that have a significant impact on the Company in terms of emissions, employment, health and safety, labor standards, product responsibility, and anti-corruption.

Part B Mandatory Disclosure Requirements

Subject Areas, Aspects, General Disclosures, and KPIs	Response/ Reference
Governance Structure	
A disclosure of the board’s oversight of ESG issues;	Please refer to Section “Act Right Now” (p. 27)
The board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and	For approach and strategy, please refer to Section “Act Right Now” (p. 27) For prioritizing issues, please refer to Section “Our Trust Report” (p. 3)
How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.	The Nominating and Corporate Governance Committee is responsible for ESG risks as well as oversight on progress made toward ESG-related goals and targets. Please refer to Section “Act Right now” (p.27).
Reporting Principles A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:	
Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer’s stakeholder engagement.	Please refer to Section “Our Trust Report” (p. 3)
Quantitative: Information on the standards, methodologies, assumptions and/ or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.	Please refer to Section “Creating Better Outcomes” (p.22-24) Emission factors are updated on an annual basis to ensure the most up-to-date factors before finalizing the annual Scope 1 and 2 inventory. Regional CO2, CH4, and N2O emission factors for electricity for US facilities are obtained from the US EPA Emissions & Generation Resource Integrated Database (eGRID) . For other facilities, country-specific electricity factors for CO2, CH4, and N2O are sourced from the International Energy Agency (IEA)’s Emission Factor database . For natural gas, factors for CO2, CH4, and N2O are obtained from the US EPA Center for Corporate Climate Leadership . Emission factors for other mobile fuel sources are obtained from the UK’s DEFRA conversion factor database . Emission factors for fugitive emissions were obtained from DEFRA for CO2 and the IPCC’s Fifth Assessment Report for other refrigerant gasses. The Scope 3 inventory is calculated using the spend-based method, with supply chain emission factors sourced from the US EPA’s Environmentally-Extended Input-Output (EEIO) Models .

Hong Kong Stock Exchange (HKEx) Disclosures

Part B Mandatory Disclosure Requirements

Subject Areas, Aspects, General Disclosures, and KPIs	Response/ Reference
<p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	<p>The company’s ESG materiality process, strategy and KPIs have not changed since being established in 2022.</p>
<p>Reporting Boundary</p> <p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	<p>Please refer to Section “Our Trust Report” (p. 3)</p>

Part C “Comply or Explain” Provisions

Subject Areas, Aspects, General Disclosures, and KPIs	Response/ Reference
<p>A1. Emissions</p>	
<p>General Disclosure A1 Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>	<p>We abide by the national and local laws and regulations of the jurisdictions where we operate, including the Environmental Protection Law of the People’s Republic of China, the Law of the People’s Republic of China on Prevention and Control of Environmental Pollution by Solid Waste, and the Pollution Prevent Act in the U.S. Zai Lab understands that our daily operations, where and how we work, matter in the fight against climate change. To do our part, we integrate the concepts of environmental improvement and protection into our business practices. Our internal environmental management system is set up according to the ISO14001 framework. We have procedures in place for Environmental Health and Safety (EHS) management, including an EHS Management System Manual, EHS Specifications, and a Wastewater Management Procedure.</p>
<p>KPI A1.1 The types of emissions and respective emissions data.</p>	<p>We gather emissions data related to energy consumption, GHG Emissions (Scope 1, 2, and 3), water consumption, wastewater discharge and solid waste.</p> <p>We are developing our reporting capabilities.</p> <p>We have disclosed emissions data in our 2021 ESG Report, 2022 Mid-Year ESG Report, and this 2022 Full-Year ESG Report to the best of our ability.</p> <p>After conducting an ESG materiality assessment and developing our strategy, we are using 2022 as our baseline year. We will report future data compared to this baseline.</p> <p>Please refer to Section “Create Better Outcomes” (p. 22-24)</p>

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Please refer to Section “Creating Better Outcomes - Greenhouse Inventory” (p. 24)
KPI A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<p>Suzhou (covers 67% business) Total: 12.771t Intensity=0.000038(t/box)</p> <p>Suzhou Biological (clinical samples only) Total: 87.145t Intensity=0.037(t/vial)</p> <p>Shanghai Total: 4.22t Intensity is N/A as there is no production at this facility.</p> <p>United States Total: 0.40t Intensity is N/A as there is no production at this facility.</p>
KPI A1.4	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<p>Suzhou (covers 67% business) Total: 8.27t Intensity: 0.0000244(t/box)</p> <p>Suzhou Biological (clinical samples only) Total: 5.41t Intensity: 0.0023(t/vial)</p> <p>Shanghai, Beijing, Guangzhou Data is not available</p> <p>United States Data is not available</p>
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Please refer to Section “Creating Better Outcomes - Making Strides in 2022” (p.22)
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	<p>Hazardous waste is segregated from other types of waste and managed in accordance with local regulations and Zai Lab’s Waste Management Procedures. In the US, we generate small amounts of waste. In China, we encourage electronic office and reduce the use of paper as much as possible.</p> <p>Since 2022 is a baseline year for data collection, we anticipate establishing reduction targets in the near future.</p>

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

A2. Use of Resources

General Disclosure A2	Policies on the efficient use of resources, including energy, water and other raw materials	Our Climate Change and Environmental Stewardship Position Statement describes our commitments and action related to relevant topics. Additionally, our internal environmental management system is set up according to the ISO14001 framework. We have procedures in place for Environmental Health and Safety (EHS) management, including an EHS Management System Manual, EHS Specifications, and a Wastewater Management Procedure. Zai Lab’s facility management continuously optimizes operations to reduce energy and water consumption and improve energy efficiency.
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in ‘000s) and intensity (e.g. per unit of production volume, per facility).	Total Electricity Consumption: 5,728,473 kWh Total Natural Gas Consumption: 45,517 kWh Total Diesel Consumption: 19,503 kWh Total Gasoline Consumption: 45,517 kWh Energy Consumption intensity: 19502.72 kWh/person
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Suzhou (67% of business) Total: 7,008t Intensity:0.021(t/box)Suzhou Biological (clinical samples only) Total: 7,552t Intensity:3.203(t/vial)Shanghai, Beijing, Guangzhou Total: 2,010t Intensity is N/A as there is no production at this facilityUnited States Data is not available since Zai Lab offices are all in multi-tenant buildings and Zai Lab does not pay directly for water. Water consumption is primarily from restrooms and kitchens.
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	To gain a deeper understanding our relevant climate-related risks and opportunities, Zai Lab is planning to conduct a climate risk and opportunities assessment and scenario analysis in 2023 and publish its first TCFD report.
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	There were no issues in sourcing water that is fit for purpose. Since 2022 is a baseline year for data collection, we anticipate establishing water efficiency targets in the next 12-18 months.
KPI A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced	Suzhou Total weight of packaging materials:21.5t Per unit produced=0.000063t/ This is the only facility where production occurred.

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

A3. The Environment and Natural Resources

General Disclosure A3	Policies on minimizing the issuer’s significant impacts on the environment and natural resources.	At Zai Lab, we recognize that our daily business operations matter in the journey to address global environmental issues, including climate change, resource scarcity, and biodiversity loss. We are committed to minimizing our impact on the environment and proactively benefiting both the health of individuals and the wellbeing of the communities in which we work. We disclose our commitments and actions related to environmental stewardship in our Climate Change and Environmental Stewardship Position Statement .
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Please refer to Section “Creating Better Outcomes” (p.22-23)

A4. Climate Change

General Disclosure A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Zai Labs discloses our commitments and actions related to climate change in our Climate Change and Environmental Stewardship Position Statement . In 2023, we plan to conduct a climate risk assessment aligned with the requirements of the Task Force on Climate-Related Financial Disclosures (TCFD) to identify climate-related risks and opportunities that could impact our global operations.
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	To gain a deeper understanding of our relevant climate-related risks and opportunities, Zai Lab is planning to conduct a climate risk and opportunities assessment and scenario analysis in 2023 and publish its first TCFD report. This work will consider both physical and transition risks across the company’s value chain and inform Zai Lab’s strategic response and risk management efforts related to climate risks.

B1. Employment

General Disclosure B1	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	<p>We believe we comply with all material legal requirements in all jurisdictions in which we operate, including applicable laws related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> <p>Zai Lab Employee Handbooks of mainland China, Hong Kong and Taiwan include the details of company policy such as employment, remunerations, welfare, attendance. Internal company polices and benefits program of Zai Lab US are shared in the intranet and US benefits site.</p> <p>Employee and Remuneration Policy</p> <p>Please refer to the 2022 Hong Kong Annual Report (p. 173-175 of the Report) Section “Employee and Remuneration Policy”</p>
------------------------------	---	---

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	<p>Total workforce: 2,041; Female: 60%; Male: 40%</p> <p>By age group: <30 years old: 26.5%; 30-49: 70%; >50 years old: 3.5%</p> <p>By geographical region: Greater China 96%, rest of world 4%.</p> <p>For breakdown in terms of employment type, please refer to Section “Create Better Outcomes – Through Gender Equity” (p. 18)</p>
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	<p>Consistent with other comparable companies competing in the jurisdictions in which we operate, Zai Lab does not share its turnover rate externally because of social, economic, and competitive reasons. However, we have internal procedures in place that track and monitor employee retention by gender, geography, age, business function, and role. We believe we have a strong Company culture and good relationships with our employees, both of which are reflected in our employee retention rate.</p>
B2. Health and Safety		
General Disclosure B2	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to providing a safe working environment and protecting employees from occupational hazards.	<p>We believe we comply with all material legal requirements in all jurisdictions in which we operate, including applicable laws related to providing a safe working environment and protecting employees from occupational hazards.</p> <p>Zai Lab understands our responsibility for the occupational health and safety of our employees and others who can be affected by our activities. We believe a healthy workplace is a basic commitment to our hard-working team and aim to create a culture where everyone feels part of our safety journey. We have identified applicable regulatory requirements at each of our locations and have developed programs to support compliance and training.</p> <p>For further details, please refer Zai Lab’s Occupational Health and Safety Position Statement.</p>
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	<p>2020: 0 fatalities</p> <p>2021: 0 fatalities</p> <p>2022: 0 fatalities</p>
KPI B2.2	Lost days due to work injury.	<p>0 lost days in the United States.</p> <p>Prior to 2023, we did not track this data outside of the United States. However, moving forward we are putting policies and practices in place to report this data.</p>

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	<p>Through our Global Environmental Health and Safety (EHS) management system, we are committed to providing healthy workplaces, preventing work-related injury and ill health, and continually improving our EHS performance. We protect our People by:</p> <ul style="list-style-type: none">- Eliminating health and safety hazards and reducing risks.- Establishing targets for injury and illness risk reduction.- Investigating work-related injuries, ill health, diseases and incidents.- Consulting with employees on health and safety matters.- Providing health and safety training to employees and/or other relevant parties to raise awareness and reduce incidents. <p>These measures are implemented through a global team of EHS professionals and are monitored through self-inspections and communication throughout the organization.</p>
B3. Development and Training		
General Disclosure B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	<p>We believe we comply with all material legal requirements in all jurisdictions in which we operate, including applicable laws related to improving employees' knowledge and skills for discharging duties at work. Zai Lab's Employee Handbook outlines the training activities to provide employees with continuous learning and development in terms of professionalism and competence. Zai Lab's training and development opportunities aim to upgrade employee knowledge, skills, and abilities to increase performance excellence and leadership effectiveness. They include new-hire orientation, leadership training, compliance training, cultural diversity training, IT training, environmental/ occupational health and safety.</p>
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	<p>By gender:</p> <ul style="list-style-type: none">• Female: 59.72%• Male: 40.23% <p>By management level:</p> <ul style="list-style-type: none">• Individual Contributor: 75.47%• First Line Manager: 17.44%• Manager of managers: 7.09%

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

<p>KPI B3.2</p>	<p>The average training hours completed per employee by gender and employee category.</p>	<p>By gender:</p> <ul style="list-style-type: none"> • Female: 28.40 hours • Male: 22.09 hours <p>By management level:</p> <ul style="list-style-type: none"> • Individual Contributor: 24.61 hours • First Line Manager: 30.65 hours • Manager of managers: 26.96 hours
------------------------	---	---

B4. Labour Standards

<p>General Disclosure B4</p>	<p>Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to preventing child and forced labor.</p>	<p>We believe we comply with all material legal requirements in all jurisdictions in which we operate, including applicable laws related to preventing child and forced labor.</p> <p>Following this internal policy, Zai Lab has strictly complied with local laws and regulations. Complying with Labor Law in mainland China, Employment Regulations in Hong Kong, TW Labor Standards Act in Taiwan, US Department of Labor Wage and Hour Division Fair Labor Standards Act (FLSA) as well as each State Child Labor Law if different from requirements of the FLSA in United States.</p> <p>Our Human Rights Position Statement and our Supplier Code of Conduct describe our policies and compliance on labor standards.</p>
<p>KPI B4.1</p>	<p>Description of measures to review employment practices to avoid child and forced labor.</p>	<p>Zai Lab works with local professional human resources service providers to support daily employment. The providers have the system to verify the cases when hiring to avoid violations. We also conduct background check during the hiring process which will help us avoid child labor.</p>
<p>KPI B4.2</p>	<p>Description of steps taken to eliminate such practices when discovered.</p>	<p>We immediately stop hiring process.</p>

B5. Supply Chain Management

<p>General Disclosure B5</p>	<p>Policies on managing environmental and social risks of the supply chain.</p>	<p>Our Supply Chain Collaboration Position Statement and our Supplier Code of Conduct describe our commitments and practices to manage environmental and social risks of our supply chain.</p>
-------------------------------------	---	--

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

KPI B5.1	Number of suppliers by geographical region.	<p>America: 646 Asia Pacific: 16 Europe: 53 Greater China Group, incl. China, Hong Kong, Macau, Taiwan: 2651 United Kingdom: 29 Grand Total: 3395</p>
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	<p>We are building out our supplier management program which currently includes 30 of our tier-1 suppliers. We have integrated ESG questions into our procurement platform and score our new and existing suppliers on their ESG performance. Additionally, we have requested that our top 20 tier-1 suppliers sign our supplier code of conduct. We are also engaging our Top 40 Tier 1 suppliers via a Supplier Self-Assessment Questionnaire for our human rights assessment. The SAQ includes questions about key human rights topic areas and requests suppliers validate their responses by providing associated documentation. Moreover, upon completion of the SAQs, Zai Lab will further validate selected suppliers’ responses via interviews.</p>
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	<p>Zai Lab has undergone a supply chain risk assessment to identify the top risks within our supply chain and prioritize mitigating these risks through our supplier management program. Zai Lab is also executing a human rights assessment to identify the top human rights risks among our Top 40 Tier 1 suppliers. The human rights assessment will inform any subsequent human rights risk mitigation or supplier remediation activities to ensure our continued compliance with guiding international human rights principles.</p>
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	<p>We have integrated ESG questions into our procurement system as part of our process of assessing new and potential suppliers. As part of the new supplier onboarding and contracting process, we have integrated key questions covering responsible sourcing topics (e.g., human rights, ESG, EHS) to consider when awarding business.</p>
B6. Product Responsibility		
General Disclosure B6	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	<p>We believe we comply with all material legal requirements in all jurisdictions in which we operate, including applicable laws related to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress. Our Code of Business Conduct and Ethics describes our commitments and practices for these topics.</p>
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<p>There have been 0 product recalled for safety and health reasons in 2022.</p>

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Zai Lab has received a total of 10 complaints for drug products, and 937 complaints for medical device in mainland China during 2022. These were handled according to our clinical Quality Management System (QMS), which covers clinical quality assurance, pharmacovigilance, and clinical study life cycle management. The QMS consists of four Policies, 87 SOPs/WIs and more than 240 associated templates or working forms to ensure the quality of data collection and vigilance regarding patient safety. Please refer to our Clinical Research and Transparency Position Statement .
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Our Code of Business Conduct and Ethics Section Confidential Information & Intellectual Property (p. 63 of said Code), as well as our internal clinical Quality Management System’s SOP “Commercial Drug Product Recall Management Procedure” provides descriptions of company practices for observing and protecting intellectual property rights.
KPI B6.4	Description of quality assurance process and recall procedures.	Our Code of Business Conduct and Ethics Section Product Safety/Product Quality (p. 33 of said Code) describes our commitments to and general practices for product safety and quality, including recall procedures. We have established quality management system according to regulation requirements, as well as recall procedures, of which passed inspections from health authority, we also have internal audit program for regular self-checking and continuous improvement
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Please refer to the 2022 Hong Kong Annual Report Section “ Data Privacy and Data Protection ” (p. 48-49 of the Report) Our Code of Business Conduct and Ethics Section Privacy (p. 35 of said Code) provides descriptions for our privacy commitments and practices.
B7. Anti-Corruption		
General Disclosure B7	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer; relating to bribery, extortion, fraud and money laundering.	We believe we comply with all material legal requirements in all jurisdictions in which we operate, including applicable laws related to bribery, extortion, fraud and money laundering. This includes the U.S. Foreign Corrupt Practices Act (“FCPA”) and Chinese anti-corruption laws. With staff and operations in the greater China region, including Hong Kong, Macau and Taiwan as well as the United States, Zai Lab brings together capabilities and diversity from many nations and cultures and embraces the highest standards of conduct. A Code of Business Conduct and Ethics applies to everyone at Zai Lab in every function, in every country, and at every level and details Zai Lab’s policies and procedures relating to bribery, extortion, fraud and money laundering.
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	We may be, from time to time, subject to claims and suits arising in the ordinary course of business. Although the outcome of these and other claims cannot be predicted with certainty, management does not believe that the ultimate resolution of these matters will have a material adverse effect on our financial position or results of operations. We are not currently a party to, nor is our property the subject of, any actual or threatened material legal or administrative proceedings.

Hong Kong Stock Exchange (HKEx) Disclosures

Part C “Comply or Explain” Provisions

KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Our Code of Business Conduct and Ethics (p. 68) provides descriptions of our procedures for stakeholders reporting concerns, our stance on non-retaliation and disciplinary action.
KPI B7.3	Description of anti-corruption training provided to directors and staff.	We are committed to training directors, employees and those working on behalf of Zai Lab regarding all matters covered by our Code of Business Conduct and Ethics , including anti-bribery and anti-corruption. Directors and employees are required to complete relevant assigned training. In addition to training and providing policies and procedures, we encourage everyone to utilize the resources listed in “Answering Questions” section of the Code and to ask questions.
B8. Community Investment		
General Disclosure B8	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities’ interests.	Our Corporate Social Responsibility Position Statement provides our commitment and actions related to “Building Better Outcomes” with employees, patients, health care professionals, and communities.
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Our focus for CSR is people, communities, and planet, as further described in our Corporate Social Responsibility Position Statement . For 2022, we prioritized meaningful engagement in the areas of employee volunteerism, science, equity, and STEM, as presented in Section “Create Better Outcomes” (p. 21)
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	In 2022, Zai Lab did not provide grants or cash contributions, and donated \$8.7M in-kind through Patient Assistance Programs to support our local communities (p. 13)

Sustainability Accounting Standards Board (SASB) Index

This report includes our responses to certain SASB Standards for the Biotechnology & Pharmaceuticals industry within the Health Care sector and indicates where additional information on certain topics may be found. All data are for the year ended December 31, 2022, unless otherwise noted.

Topic	Code	Description	Response
Safety of Clinical Trial Participants	HC-BP-210a.1.	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	We follow the International Council for Harmonization Good Clinical Practice (ICH-GCP).
	HC-BP-210a.2.	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	We did not have any FDA Sponsored Inspections related to clinical trial management and pharmacovigilance that resulted in a VAI or OAI.
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	We disclose material legal proceedings in our 2022 Annual Report on Form 10-K (see p. 135). Clinical Trial Research and Transparency
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Zai Lab's commercial operations focused on the Greater China Region (GCR), including mainland China, Hong Kong, Taiwan, and Macau. We did not benchmark commercial operations against the Access to Medicine Index.
	HC-BP-240a.2.	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Access to Medicines & Affordability and Pricing
Affordability & Pricing	HC-BP-240b.1.	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic products to market for a defined time period	We disclose material legal proceedings in our 2022 Annual Report on Form 10-K (see p. 135).
	HC-BP-240b.2.	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	N/A. Zai Lab did not market any products in the United States. For information on our commercial products and markets. See our 2022 Annual Report on Form 10-K (see p. 3-7).
	HC-BP-240b.3.	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Not reported Commitment to Ethical Marketing Practices
Drug Safety	HC-BP-250a.1.	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	N/A. Zai Lab does not market any products in the United States and has no drugs in the FDA's database.
	HC-BP-250a.2.	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Thus, it has not reported any events in the FDA Adverse Event Reporting System.

Sustainability Accounting Standards Board (SASB) Index

Topic	Code	Description	Response
	HC-BP-250a.3.	Number of recalls issued; total units recalled	None.
	HC-BP-250a.4.	Total amount of product accepted for take-back, reuse, or disposal	None.
	HC-BP-250a.5.	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	N/A. Zai Lab does not market any products in the United States, has no drugs in the FDA's database, and thus has not reported any events in the FDA Adverse Event Reporting System.
Counterfeit Drugs	HC-BP-260a.1.	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	To prevent product counterfeiting, Zai lab places anti-counterfeit seal labels on two sides of each product carton. In addition, an anti-counterfeit line on the carton can be found by macrophotograph. Every carton has its own drug traceability code that can be used to trace the complete distribution process from factory to market.
	HC-BP-260a.2.	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	We would immediately alert our customers and business partners when a counterfeit product is identified and take necessary action in preventing it from harming patients.
	HC-BP-260a.3.	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	No legal actions or arrests have occurred in relation to counterfeit products.
Ethical Marketing	HC-BP-270a.1.	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	We disclose material legal proceedings in our 2022 Annual Report on Form 10-K (see p. 135).
	HC-BP-270a.2.	Description of code of ethics governing promotion of off-label use of products	Commitment to Ethical Marketing Practices Supply Chain Collaboration Clinical Trial Research and Transparency Code of Business Conduct and Ethics
Employee Recruitment, Development & Retention	HC-BP-330a.1.	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Workforce Engagement and Development 2022 Annual Report on Form 10-K (see p. 67).

Sustainability Accounting Standards Board (SASB) Index

Topic	Code	Description	Response
	HC-BP-330a.2.	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Not reported. Workforce Engagement and Development
Supply Chain Management	HC-BP-430a.1.	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	We do not participate in the RX-360 International Pharmaceutical Supply Chain Consortium. Supply Chain Collaboration
Business Ethics	HC-BP-510a.1.	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	We disclose material legal proceedings in our 2022 Annual Report on Form 10-K (see p. 135).
	HC-BP-510a.2.	Description of code of ethics governing interactions with health care professionals	Code of Business Conduct and Ethics Commitment to Ethical Marketing Practices

Global Reporting Initiative (GRI) Content Index

This report was designed with reference to the GRI Universal Standards 2021 and discloses indicators for the period January 2022 – December 2022. The following index lists indicators from our targeted SDGs in relation to GRI Standards, on which we have fully or partially reported in the Trust for Life report or otherwise publicly disclosed.

GRI Indicator	Disclosure Title	Reference
GRI 2: General Disclosures		
2-1	Organizational details	Please refer to Section “Our Trust Report” (p. 3). Please refer to Zai Lab’s 2022 Annual Report on Form 10-K
2-2	Entities included in the organization’s sustainability reporting	Please refer to Section “Our Trust Report” (p. 3). Please refer to Zai Lab’s 2022 Annual Report on Form 10-K
2-3	Reporting period, frequency and contact point	Current reporting period: January – December 2022 Reporting frequency: annually Contact Point: Jim Massey
2-4	Restatement of information	N/A
2-6	Activities, value chain and other business relationships	Please refer to Section “Improve Human Health” (p. 10) Please refer to Zai Lab’s 2022 Annual Report on Form 10-K
2-7	Employees	Total workforce: 2,041. Please refer to Zai Lab’s About Us . Please refer to Zai Lab’s Workforce Engagement & Development Position Statement
2-8	Workers who are not employees	Please refer to Zai Lab’s About Us . Please refer to Zai Lab’s Workforce Engagement & Development Position Statement
2-9	Governance structure and composition	Please refer to Zai Lab’s Governance Guidelines Please refer to Zai Lab’s Committee Composition
2-10	Nomination and selection of the highest governance body	Please refer to Zai Lab’s Charter of the Nominating and Corporate Governance Committee
2-12	Role of the highest governance body in overseeing the management of impacts	Please refer to Section “Our Trust Report” (p. 3) and Section “Act Right Now” (p.25) Please refer to Zai Lab’s Charter of the Nominating and Corporate Governance Committee
2-13	Delegation of responsibility for managing impacts	Please refer to Section “Our Trust Report” (p. 3)

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
2-14	Role of the highest governance body in sustainability reporting	Please refer to Section “Our Trust Report” (p. 3) and Section “Act Right Now” (p.25)
2-15	Conflicts of interest	Please refer to Zai Lab’s Code of Business Conduct and Ethics
2-16	Communication of critical concerns	Please refer to Zai Lab’s Code of Business Conduct and Ethics
2-22	Statement on sustainable development strategy	Please refer to Section “Trust for Life” (p. 4 and 8)
2-23	Policy commitments	Please refer to Section “Trust for Life” (p.8). Please refer to Zai Lab’s Code of Business Conduct and Ethics Please refer to Zai Lab’s Position Statements
2-24	Embedding policy commitments	Please refer to Section “Trust for Life” (p.8-9) and Section “Act Right Now” (p. 25). Please refer to Zai Lab’s Position Statements
2-25	Processes to remediate negative impacts	Please refer to Zai Lab’s Code of Business Conduct and Ethics
2-26	Mechanisms for seeking advice and raising concerns	Please refer to Zai Lab’s Code of Business Conduct and Ethics
GRI Indicator	Disclosure Title	Reference
GRI 3: Material Topics		
3-1	Process to determine material topics	Please refer to Section “Our Trust Report” (p.3)
3-2	List of material topics	Please refer to Section “Our Trust Report” (p.3)
3-3	Management of material topics	Please refer to Section “Our Trust Report” (p.3)
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	Please refer to Zai Lab’s 2022 Annual Report on Form 10-K

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
201-2	Financial implications and other risks and opportunities due to climate change	Please refer to Section “Create Better Outcomes” (p.22)
201-3	Defined benefit plan obligations and other retirement plans	Please refer to Zai Lab’s 2022 Annual Report on Form 10-K
GRI 205: Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Please refer to Zai Lab’s Code of Business Conduct and Ethics
205-2	Communication and training in anticorruption policies and procedures	We are committed to training directors, employees and those working on behalf of Zai Lab regarding all matters covered by our Code of Business Conduct and Ethics , including anti-bribery and anti-corruption. Directors and employees are required to complete relevant assigned training. In addition to training and providing policies and procedures, we encourage everyone to utilize the resources listed in “Answering Questions” section of the Code and to ask questions.
205-3	Confirmed incidents of corruption and actions taken	We may be, from time to time, subject to claims and suits arising in the ordinary course of business. Although the outcome of these and other claims cannot be predicted with certainty, management does not believe that the ultimate resolution of these matters will have a material adverse effect on our financial position or results of operations. We are not currently a party to, nor is our property the subject of, any actual or threatened material legal or administrative proceedings.
GRI 302: Energy		
302-1	Energy consumption within the organization	Total Electricity Consumption: 5,728,473 kWh Total Natural Gas Consumption: 45,517 kWh Total Diesel Consumption: 19,503 kWh Total Gasoline Consumption: 45,517 kWh
302-2	Energy consumption outside of the organization	Zai Lab does not track energy consumption outside of the organization but will determine how we can more responsibly steward our impact on external consumption.
302-3	Energy intensity	Energy Consumption intensity: 19502.72 kWh/person

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Please refer to Section “Create Better Outcomes” (p.24)
305-2	Energy indirect (Scope 2) GHG emissions	Please refer to Section “Create Better Outcomes” (p.24)
305-3	Other indirect (Scope 3) GHG emissions	Please refer to Section “Create Better Outcomes” (p.24)
305-4	GHG emissions intensity	Please refer to Section “Create Better Outcomes” (p.24)
305-5	Reduction of GHG emissions	Please refer to Section “Create Better Outcomes” (p.22)
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Please refer to Zai Lab’s Occupational Health and Safety Position Statement
403-2	Hazard identification, risk assessment and incident investigation	Please refer to Zai Lab’s 2022 Annual Report on Form 10-K
403-3	Occupational health services	Please refer to Zai Lab’s Occupational Health and Safety Position Statement
403-4	Worker participation, consultation, and communication on occupational health and safety	Please refer to Zai Lab’s Occupational Health and Safety Position Statement
403-5	Worker training on occupational health and safety	Please refer to Zai Lab’s 2022 Annual Report on Form 10-K
403-6	Promotion of worker health	Please refer to Zai Lab’s Occupational Health and Safety Position Statement
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Please refer to Zai Lab’s Occupational Health and Safety Position Statement

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
403-8	Workers covered by an occupational health and safety management system	Through our Global EHS management system, we are committed to providing healthy workplaces, preventing work-related injury and ill health, and continually improving our EHS performance. Please refer to Zai Lab's Occupational Health and Safety Position Statement
403-9	Work-related injuries	Please refer to Zai Lab's 2022 Annual Report on Form 10-K
403-10	Work-related ill health	Please refer to Zai Lab's 2022 Annual Report on Form 10-K
GRI 404: Training And Education		
404-1	Average hours of training per year per employee	By gender: <ul style="list-style-type: none"> • Female: 28.40 hours • Male: 22.09 hours By management level: <ul style="list-style-type: none"> • Individual Contributor: 24.61 hours • First Line Manager: 30.65 hours • Manager of managers: 26.96 hours
404-2	Programs for upgrading employee skills and transition assistance programs	Please refer to Zai Lab's Workforce Engagement & Development Position Statement
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Please refer to Zai Lab's Workforce Engagement & Development Position Statement Please refer to Zai Lab's 2022 Annual Report on Form 10-K
405-2	Ratio of basic salary and remuneration of women to men	Please refer to Zai Lab's Workforce Engagement & Development Position Statement
GRI 413: Local Communities		

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
413-1	Operations with local community engagement, impact assessments, and development programs	Please refer to Section “Create Better Outcomes” (p.21) Please refer to Zai Lab’s Corporate Social Responsibility Position Statement
413-2	Operations with significant actual and potential negative impacts on local communities	Please refer to Section “Create Better Outcomes” (p.21)
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	We are building out our supplier management program which currently includes 30 of our tier-1 suppliers. We have integrated ESG questions into our procurement platform and score our new and existing suppliers on their ESG performance. Additionally, we have requested that our top 20 tier-1 suppliers sign our Supplier Code of Conduct
414-2	Negative social impacts in the supply chain and actions taken	Zai Lab has undergone a supply chain risk assessment to identify the top risks within our supply chain and prioritize mitigating these risks through our supplier management program.
GRI 418: Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None.

Forward-Looking Statements

This report contains statements about future expectations, plans, and prospects for Zai Lab, including, without limitation, statements regarding our ability to advance our clinical pipeline and further demonstrate our commercial and discovery capabilities, expected milestones for our products and product candidates, and other statements containing words such as “aim,” “anticipate,” “believe,” “could,” “estimate,” “expect,” “forecast,” “goal,” “intend,” “may,” “plan,” “possible,” “potential,” “will,” “would,” and other similar expressions. Such statements constitute forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995.

Forward-looking statements are not statements of historical fact nor are they guarantees or assurances of future performance. Forward-looking statements are based on our expectations and assumptions as of the date of this presentation and are subject to inherent uncertainties, risks, and changes in circumstances that may differ materially from those contemplated by the forward-looking statements.

Actual results may differ materially from those indicated by such forward-looking statements as a result of various important factors, including but not limited to (1) our ability to successfully commercialize and generate revenue from our approved products, (2) our ability to obtain funding for our operations and business initiatives, (3) the results of clinical and pre-clinical development of our product candidates, (4) the content and timing of decisions made by the relevant regulatory authorities regarding regulatory approvals of our product candidates, (5) the effects of the coronavirus (COVID-19) pandemic, including any government actions or lockdown measures taken in response, on our business and general economic, regulatory and political conditions, (6) risks related to doing business in China, and (7) other factors discussed in our most recent annual and quarterly reports and other reports we have filed with the U.S. Securities and Exchange Commission.

We anticipate that subsequent events and developments will cause our expectations and assumptions to change, and we undertake no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as may be required by law. These forward-looking statements should not be relied upon as representing our views as of any date after the date of this presentation. Our SEC filings can be found on our website at www.zailaboratory.com and on the SEC’s website at <http://www.sec.gov>. This presentation does not constitute an offer to sell or the solicitation of an offer to buy any securities of Zai Lab, Limited.

