zai Lab

TRUST FOR LIFE

2023 REPORT

This report and all its contents are proprietary to Zai Lab, 2024.

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Our Trust For Life Report

Three years into our Trust for Life program, Zai Lab Limited (Zai Lab) is resolute in our commitments to improve human health, create better outcomes, and act right now. We're proud of our progress toward reaching one million patients by 2030, maintaining gender equity in leadership and pay, and completing annual Enterprise Risk Management (ERM) risk mitigation plans for top-tier risks.

Zai Lab's 2023 Trust for Life Report (Trust Report) illustrates our achievements toward our commitments and establishes future goals. This Trust Report complies with guidance from benchmark boards and standardization processes. We rely on standards set by the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB). We report all data collection, measurement, and reporting activities to industry-leading raters and rankers, like the Carbon Disclosure Project (CDP) and the 2023 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 Trust Report covers the global operations of Zai Lab.

Trust for Life is a corporate sustainability initiative aligned with our business operations. There is no significant change in the boundary and scope of this Trust Report from that of previous Trust Reports.

You can access our previous Trust for Life Reports here. If you have any questions, concerns, or ideas, please contact Jim Massey, Zai Lab Chief Sustainability Officer.

Zai Lab Suzhou, China

Chief Executive Officer, Dr. Samantha Du:
Creating Better Outcomes to Improve Human Health

Looking back at when I founded Zai Lab in 2014, I set out to create a Company dedicated to innovation and making best-in-class and first-in-class treatments that help patients with significant unmet needs. Within a decade, we've accomplished so much toward our goal of improving human health and reaching one million patients by 2030. Zai Lab is recognized as among the best in the industry, and we're a partner of choice in China.

 I'm proud of Zai Lab's five commercially launched products, along with our deep and differentiated pipeline of potential first-in-class or best-in-class products, with several in late-stage clinical development. Our fifth commercial product, VYVGART, holds the record for fastest time to market in two months! This remarkable achievement was facilitated by Zai Lab's global team that includes diverse skills, capabilities, and experiences from many nations and cultures. Our diversity and collaboration give us access to transcend borders, respect all cultures, and embrace high standards of conduct.

 Through our dedicated work to Improve Human Health and Create Better Outcomes, we cultivate a deep trust for life. I'm proud of the significant progress we've made in 2023 to be more responsible and sustainable.

Sincerely,

Samantha Du
Founder, Chairperson, and Chief Executive Officer

Samantha Du
Founder, Chairperson, and
Chief Executive Officer

President & Chief Operating Officer, Josh Smiley:
Acting Right Now

Like Samantha, I'm excited for you to read our 2023 Zai Lab Trust Report, which provides updates on our progress with respect to our responsible corporate commitments and goals in 2023. My key area of focus in 2023 was how Zai Lab can Act Right Now through an accelerated, enhanced, and responsible supply pipeline of best-in-class and first-in-class medicines being delivered to patients.

My work this year concentrated on growing and maintaining a culture of compliance and strong governance programs. This requires us to have a thorough understanding of applicable laws, regulations, and cultural norms in the various jurisdictions in which we operate. From an operational perspective, we're taking our learnings forward to scale our procurement and supply chain thoughtfully and sustainably. In 2023, we formally established a Supplier Code of Conduct, addressing key areas of improved processes and elevated expectations, which we plan to further develop as we continue to advance our Trust for Life programs.

As Zai Lab matures, we are conscious of our impact on the environment. Since more than 95% of our carbon footprint happens in the supply chain, we made a commitment in 2023 to align supplier values with our own and set science-based targets to establish emission reduction targets by 2025. And we are already working to deliver on those commitments by successfully reducing our GHG emissions, establishing supply chain collaboration and management capabilities.

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 hope you find this Trust for Life Report informative and motivating.

Regards,
Josh Smiley
President & Chief Operating Officer

Josh Smiley
President & Chief Operations Officer

About Zai Lab

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

Founded in 2014, Zai Lab is a patient-focused, research-based, commercial-stage biotech Company committed to driving the next wave of healthcare innovation, with operations in mainland China, Hong Kong, Taiwan, Macau (collectively, Greater China), and the United States. We work hard to provide patients in China and around the world with innovative medicines in our therapeutic areas of focus, oncology, autoimmune disorders, infectious disease, and neuroscience.

Zai Lab's focus on growing trust for life through research and development, commercial presence, and impact on manufacturing is reflected in our Policy Statements. Learn more about Our Mission and What We Do on our webpage.

| Discovery	Development	Manufacturing	Commercialization	Partnership
2 Executive Offices	**11** Product Candidates	**2** Two cGMP-Compliant Manufacturing Facilities in Suzhou, China	**5** Commercialized Products	**24** Selected Partners
Discovery Operations in Shanghai, Suzhou, California, and Massachusetts			Commercial Presence in Mainland China, Hong Kong, Taiwan, and Macau	
4 Therapeutic Areas			Commercial Capabilities in Marketing, Sales, Distribution, Market Access, and Government Affairs	

Our Materiality Matrix

In early 2022, Zai Lab underwent an expansive sustainability materiality assessment, with support from a third-party organization. We gathered information through one-on-one interviews with Board members and senior executives, an employee survey complemented by focus groups across the enterprise, and one-on-one interviews with external stakeholders, including partners and investors, and then we ranked those values based on importance. The resulting Materiality Report guided us in developing our strategy to corporate responsibility, sustainability, and governance—Trust for Life. The interactive matrix below illustrates our areas of focus within each commitment in our Trust for Life strategy.

Until now, Zai Lab has focused on accelerating our inward impact while increasing our objectives on outward impacts to people and the planet. In the next two years, we aim to carry out a formal double Materiality Assessment to further refine our Trust for Life strategy. If you would like to learn more about our strategy, please contact Jim Massey, Zai Lab Chief Sustainability Officer.

HIGH

IMPORTANCE TO STAKEHOLDERS

LOW

INFLUENCE TO BUSINESS SUCCESS

HIGH
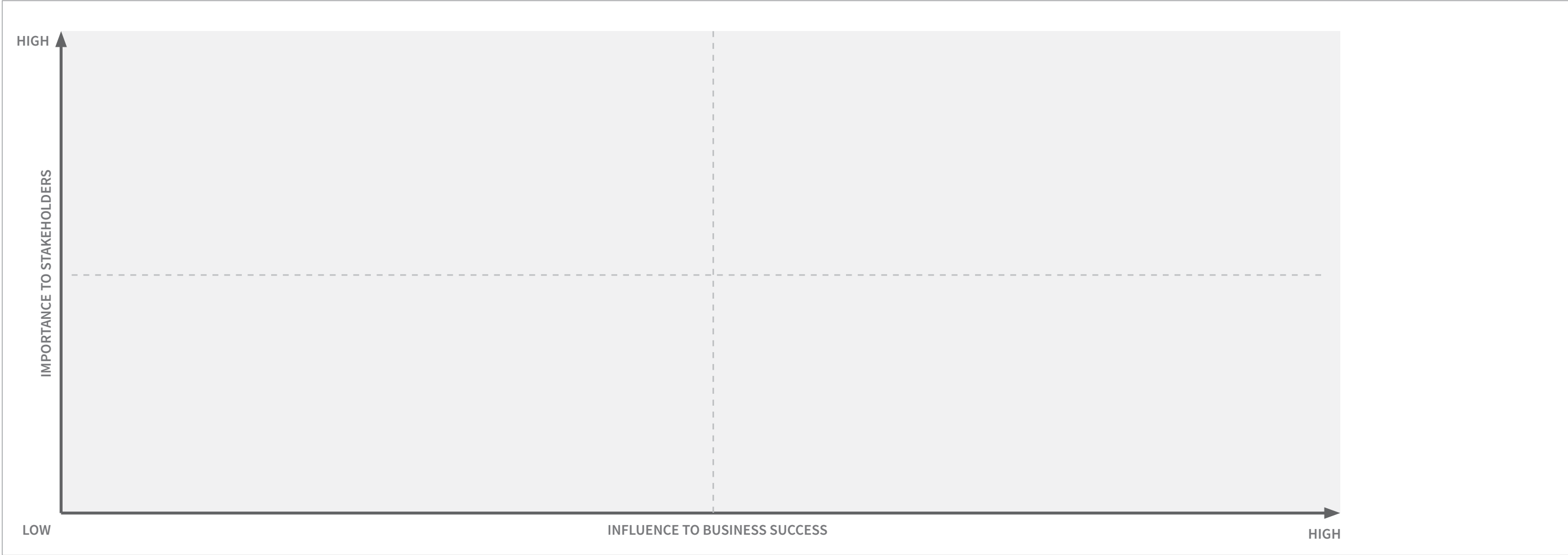
Reach
ONE MILLION
patients by 2030.

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.

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

TRUST FOR LIFE

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We build trust by acting urgently and ethically.

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

Act Right Now

3 GOOD HEALTH AND WELL-BEING

Improve Human Health

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

Target: Reach one million patients by 2030

Trust for Life: Our Approach

Our foundational approach to responsible corporate sustainability reflects our Company values and our commitment to make a positive impact. We call our comprehensive strategy "Trust for Life."

Through Trust for Life, we demonstrate our compassion and respect for our patients, employees, partners, and stakeholders through our commitments. Our work in corporate sustainability is reflected through our efforts in minimizing our environmental footprint. We support our employees and communities through our actions in social responsibility, and our strong corporate governance practices have a deep impact in promoting ethics, integrity, and transparency throughout our workplace.

The following three Trust for Life commitments are in place to help us achieve our dedicated goal of reaching one million new patients by 2030. Each commitment carries three targets, which is how we make measurable progress towards our goals.

Improve Human Health

Meeting significant unmet medical needs of patients.

Create Better Outcomes

Leveraging our equitable and inclusive workforce and significant operations.

Act Right Now

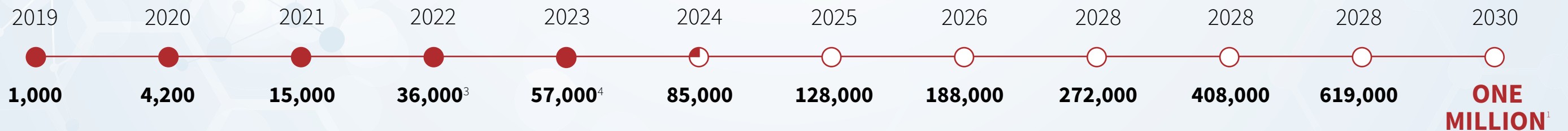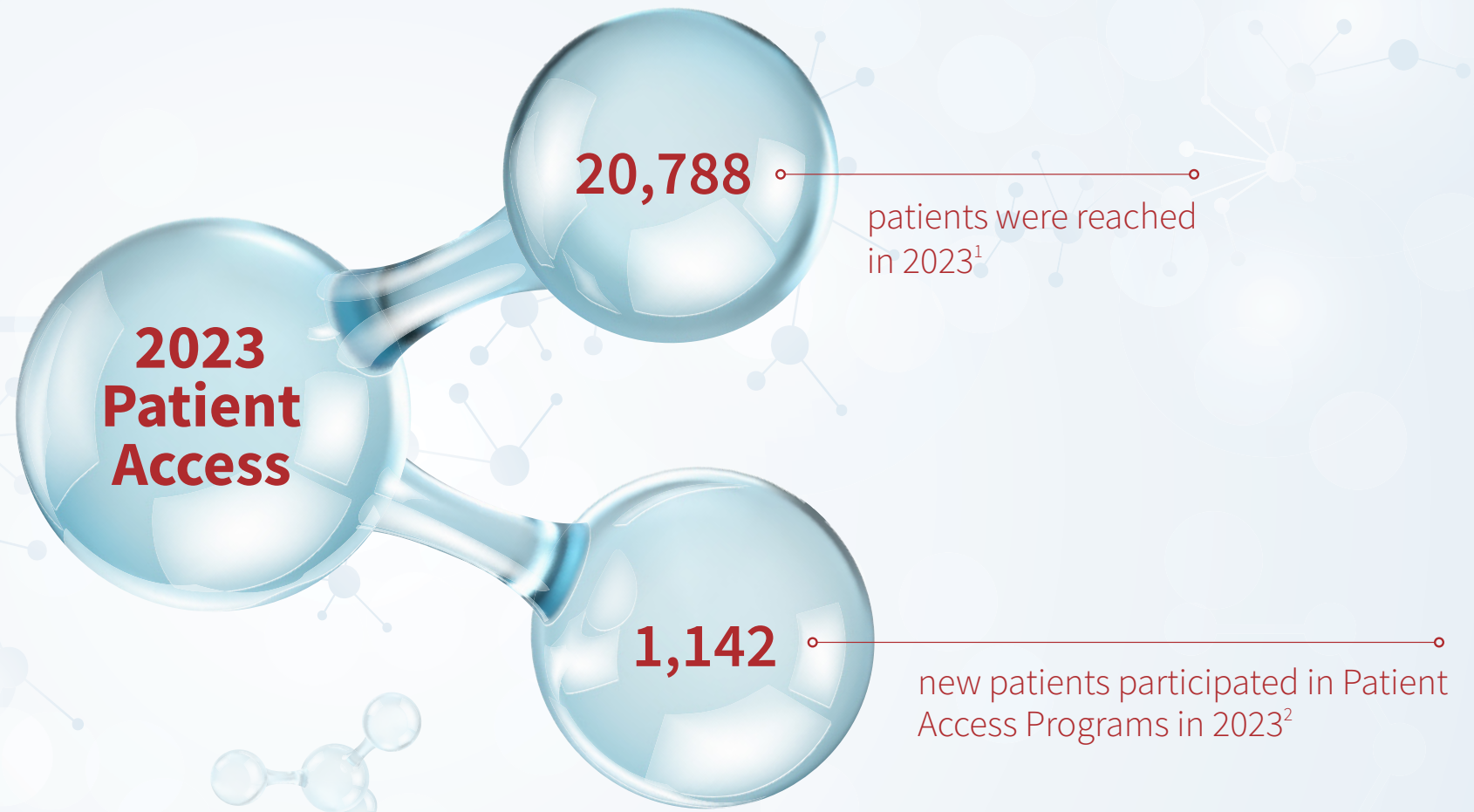Working ethically and urgently to make a valuable impact.

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

- Supporting innovative financial assistance

- Establishing listings in China's National Reimbursement Drug List (NRDL) and expanding coverage in Supplemental Insurance Plans (SIP) plans to reduce cost for patients.

2023 Patient Access

20,788

patients were reached in 2023[1]

1,142

new patients participated in Patient Access Programs in 2023[2]

2019	2020	2021	2022	2023	2024	2025	2026	2028	2028	2028	2030
1,000	4,200	15,000	36,000[3]	57,000[4]	85,000	128,000	188,000	272,000	408,000	619,000	ONE MILLION[1]

[1] Data on file.
[2] Data is cumulative.
[3] Data updated from 2022 Trust for Life Report. Old data was based on forecasted estimate. Updated data reflects correct number of cumulative patients.
[4] Rounded to nearest thousandth.

Improve Human Health

Meeting significant unmet medical needs of patients

🎯 Goal

We're committed to reaching more than one million new patients by 2030. We seek to achieve this goal by increasing access to patients for our existing commercial products and progressing our pipeline to commercialization.

> " With our fastest launch to-date, we're getting products to the patients who need them. This achievement helps us gain ground on our goal of reaching one million patients. And we're already working on more product launches in Greater China. And by following through, we can establish therapeutic area leadership in both China and the rest of the world."
>
> **– Josh Smiley,** President & Chief Operating Officer

Accelerate Medicines to Patients

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

Improving human health is our first Trust for Life pillar and where we can make our greatest impact. Our success relies on meeting the unmet medical needs of patients. Through our commitments and achievements, we look toward a future with scaled commercial capabilities and a robust portfolio of marketed products.

Expand our Pipeline

Growing our product pipeline through collaborative partnerships and corporate development.

As we advance product candidates from Research and Development (R&D) to commercialization, we remain committed to expanding our pipeline of potential First-in-Class (FIC) or Best-in-Class (BIC) products through synergistic regional and global collaborations and corporate development activities. With that, we take product innovation and safety seriously. We adhere to strict regulations, guidelines, and processes so our products keep patients safe in all stages of drug development.

Focus on Technology

Leveraging technology to drive innovation in human health.

We continue to deepen our key capabilities to drug discovery, operations, development, and commercialization through cutting-edge technologies. We have implemented new educational and data repositories that have been instrumental in streamlining our internal processes and strengthening our workplace culture.

Improve Human Health

Accelerate Medicines to Patients

Commercial Platform Signals Wider Accessibility

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

Zejula (niraparib) — Leading PARP inhibitor in hospital sales for ovarian cancer in China, in its third year on the NRDL [5]

OPTUNE (TTFields) — 40+% volume sold supported by Supplemental Insurance [6]

QINLOCK (ripretinib) — 380% volume growth supported by inclusion in the NRDL in the first quarter of 2023 [7]

NUZYRA (madacycline) — Listed in the NRDL in early 2023, further increasing patient access [8]

VYVGART (efgartigimod alfafcab) — Added to the NRDL in December for the treatment of gMG [9]

Types of Patient Access Programs in China

Patient Assistance Programs

When a medicine launches, the cost of treatment may be high. These charitable organizations help relieve the financial burden for patients receiving medical treatment.

Supplemental Insurance

Where appropriate, supplemental insurance programs remove barriers to drug access through plans listings, available nationally and regionally throughout China. These programs offer supplementary funding sources for non-NRDL drugs.

National Reimbursement Drug List (NRDL)

The NRDL in China is a list of medicines approved for financial assistance and reimbursement.

Reach One Million Patients

[5] Zai Lab, "Zai Lab Full Year 2023 Financial Results and Corporate Update." Published February 28, 2024.
[6] Zai Lab, "Zai Lab Full Year 2023 Financial Results and Corporate Update." Published February 28, 2024.
[7] Zai Lab, "Zai Lab Announces Inclusion of QINLOCK® (ripretinib) and NUZYRA® (omadacycline) in China's National Reimbursement Drug List." Published January 18, 2024.
[8] Zai Lab, "Zai Lab Announces Inclusion of QINLOCK® (ripretinib) and NUZYRA® (omadacycline) in China's National Reimbursement Drug List." Published January 18, 2024.
[9] Zai Lab, "Zai Lab Announces the First Listing of VYVGART®." Published December 12, 2023.

Improve Human Health

Accelerate Medicines to Patients

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

🎯 Goal

By 2030, we commit to safely increase patient access to our medicines.

Our product's path to commercial accessibility in Mainland China, Hong Kong, Taiwan, and Macau include being added to Patient Access Programs, like Patient Assistance Programs (PAP), Supplemental Insurance Programs (SIP) and being listed on the National Reimbursement Drug List (NRDL)—the primary way of reaching the greatest number of patients in China. Programs like these support patient access and can make these products more affordable for eligible patients. As we've achieved commercial status for five products in China, our reach has been amplified. These products are designed to meet significant unmet patient needs across oncology, autoimmune disorders, infectious disease, and neurological disorders.

Four of Zai Lab's commercially available products are listed in the NRDL in China—ZEJULA®[10], QINLOCK®, NUZYRA®, and VYVGART®. While treatments like OPTUNE® are not eligible for NRDL, we have increased patient access through Supplemental Insurance Programs or national and regional program plan listings that offer SIP or supplementary funding sources for non-NRDL treatments.

[10] All registered trademarks and all respective trademarks referenced within are property of their respective owners.
[11] Zai Lab News Release, "Zai Lab and argenx Announce Approval of VYVGART® (efgartigimod alfa injection) for Generalized Myasthenia Gravis in China." Published December 12, 2023.
[12] Based on internal data.
[13] Based on internal data.
[14] Zai Lab, "Zai Lab Announces the First Listing of VYVGART® (efgartigimod alfa injection) and Other Updates in China's National Reimbursement Drug List." Published December 12, 2023.

✓ Achievement

In 2023, VYVGART[11], our fifth and newest commercial product broke barriers by achieving commercial status within two months.

Our portfolio continues to grow more robust with each new product candidate entering the trial phase. This new product joins our four commercial First in Class (FIC) and Best in Class (BIC) products—ZEJULA, OPTUNE, QINLOCK, and NUZYRA. Read more about VYVGART in our Case Study, "The Revolutionary Launch of VYVGART." This expanded accessibility helps advance accessibility to our other four commercial-stage products, bringing significant growth opportunity.

✓ Achievement

In 2023, we donated more than 5.98 million RMB (operations only), and $19.6M in-kind through Patient Assistance Programs to support our local communities, and reached 806 in-need patients, with 6,065 cumulative patients accessing our products.

We highlight the following commercial product achievements in 2023:

- ZEJULA PAP helped 3,177 patients since January 2020. This PAP program stopped enrollment in April 2022 because it was listed in NRDL and continues to help existing patients.[12]

- OPTUNE is the only innovative medical device that has entered 102 SIP programs, which cover more than 88 million people. OPTUNE is in the top two most reimbursed products for SIP programs. As of end of 2023, OPTUNE PAP benefited 2,439 patients since its launch in June 2020.[13]

- QINLOCK PAP helped 449 patients from 2021 to the end of 2023 and stopped new enrollments in 2022. Product reimbursement took effect in the beginning of 2023.

- VYVGART was listed in NRDL, taking effect at the beginning of 2024.[14]

Improve Human Health

Accelerate Medicines to Patients

<div style="background-color:red;color:white;">

CASE STUDY:
The Revolutionary Launch of Vyvgart

</div>

Generalized Myasthenia Gravis (gMG) is a neuromuscular transmission disorder that creates a fluctuating weakness of the voluntary muscles. With VYVGART, the first-and-only approved neonatal fragment crystallizable receptor (FcRn) antagonist blocker treatment for gMG, Zai Lab has partnered with argenx for the opportunity to make an unprecedented impact on the study and treatment of neuromuscular disorders.

In just a few short months, VYVGART has established a new benchmark for Zai Lab. The treatment achieved NMPA listing in June 2023 and achieved market launch in China only 67 days later, in September. Then VYVGART achieved NRDL listing three months later, in December 2023, increasing accessibility even more and breaking records in taking treatments to commercial market.

Our growing commercial availability has accelerated access to targeted top healthcare providers and increased access to coverage for patients. In fact, 100% of the top 200 target hospitals in China were reached in 2023 and will expand to nearly 1,000 hospitals in 2024. And nearly 90 of the top 100 physicians that treat gMG have already prescribed VYVGART.[15] Now, the NDA-approved medicine is available to more than eight million people in China. Through VYVGART's success, Zai Lab has established a strong foundation for future product pipeline growth.

[15] Argenx Corporate Presentation, November 2023.

Improve Human Health

Expand Our Pipeline

Through the collaboration of our Discovery, R&D, and extensive partnerships with other pharmaceutical companies, Zai Lab has greater ability to openly innovate along the drug life cycle.

Patient Focus

Our Discovery and Research and Development (R&D) teams take a patient-first approach within our four therapeutic areas of focus. Before that, we examine the level of prevalence or incidence of diseases to determine the population of potential patients who can benefit from our products.

Innovation and Collaboration

Several potential Best-In-Class and First-In-Class treatments are in regulated and compliant clinical testing processes, proving our dedication to innovation. And partner collaborations can be seen throughout our product pipeline from discovery, to testing, to manufacturing.

Find ongoing clinical trials to meet your needs.

Prevalence

Pipeline

Partners 7

Molecules 11

Oncology
Incidence 4.82 million[16]

Autoimmune Disorders
Prevalence 7.7 million

Infectious Diseases
Prevalence 330,000

Neuroscience
Prevalence 12 million

[16] Incidence rate based on number of new cases of cancer in China in 2022. Journal of the National Cancer Center, "Cancer incidence and mortality in China, 2022." Published February 3, 2024.

Improve Human Health

Expand Our Pipeline

Growing our product pipeline through collaborative partnerships and corporate development.

🎯 Goal

We commit to achieve our target to reach one million patients by progressing our drug candidates through open innovation and external collaborative partnerships.

In addition to our R&D and discovery collaborations with external partners, our medicines are licensed from key partners. By amplifying our thriving portfolio and bolstering our shared medical initiatives through partnerships, we aim to build a stronger pipeline to market. Our portfolio has grown more robust in 2023.

🎯 Goal

GOAL: By 2028, we will have as many as 15 medicines commercially launched in China.

Zai Lab is on a path of growth. With the success of the VYVGART launch, we're prepared for near-term expanded product successes.

✓ Achievement

In 2023, we gained a better understanding of patients in key disease areas through numerous clinical trials and pre-clinical studies for our drug candidates.

We strive to be an industry leader. As we pursue this goal, we remain competitive in all areas of our business to offer FIC- and BIC-level medicines to patients in need. Learn more about our pipeline of Products and our ongoing clinical trials.

Improve Human Health

Focus on Technology

Leveraging technology to drive innovation in human health.

🎯 Goal

We commit to explore, research, and discover innovative therapies by establishing efficient and effective ways of working by leveraging technology.

Using innovative technology enhances our capabilities and efficiency and lets us be more effective and improve standard operating procedures (SOPs) throughout our operations. Our continued pipeline success can be attributed, in part, to the accelerated integration of supporting technologies across our work processes and systems.

Tech Innovations in 2023

- We launched **Trackwise**, an advanced technology that helps us better manage customer complaints.
- We use a **Document Management System (DMS)**, a digital system that increases work efficiency and improves compliance.
- **Regulatory Information Management (RIM)** systems ensure our Trial Master File (TMF) documents meet regulations for successful and safe clinical trials for our Quality Control teams.

- Forbidden treatments (actions against regulations and protocols) are blocked through protocol programs. For example, our new **IRT system** is utilized in clinical trials to ensure correct treatments are given to correct patients.
- **Skillsoft** has been a critical addition to our learning and development approach in 2023. The online platform includes thousands of learning resources, videos, books, and is continually available to employees.
- New hires at Zai Lab find their online training through a platform called **Cornerstone**. New employees learn at their own pace and all training is downloadable.
- Our compliance team implemented **OneTrust** storage repositories for committee and governing data safety. These repositories optimize the due diligence process and offer an end-to-end engagement platform with added IT, environment, and understanding functional risk.
- And our outsourced manufacturing uses **advanced medical instruments** to fulfill our exacting standards and follow all regulations and requirements.

✓ Achievement

In 2023, we welcomed a new head of IT and Innovation, and have since launched a robust approach to a collaborative, automated, compliant workplace.

In 2023, we further enhanced our approach to technology and innovation. For example, along with the addition of our new head of IT and Innovation, Zai Lab has adopted a data-driven, automated approach to cyber security and enhanced monitoring and reporting.

Our approach to IT delivers quality technology and helps the business operate more efficiently. Operational perimeters like regulatory compliance, procurement, environmental protections are taken into consideration through our ERM process.
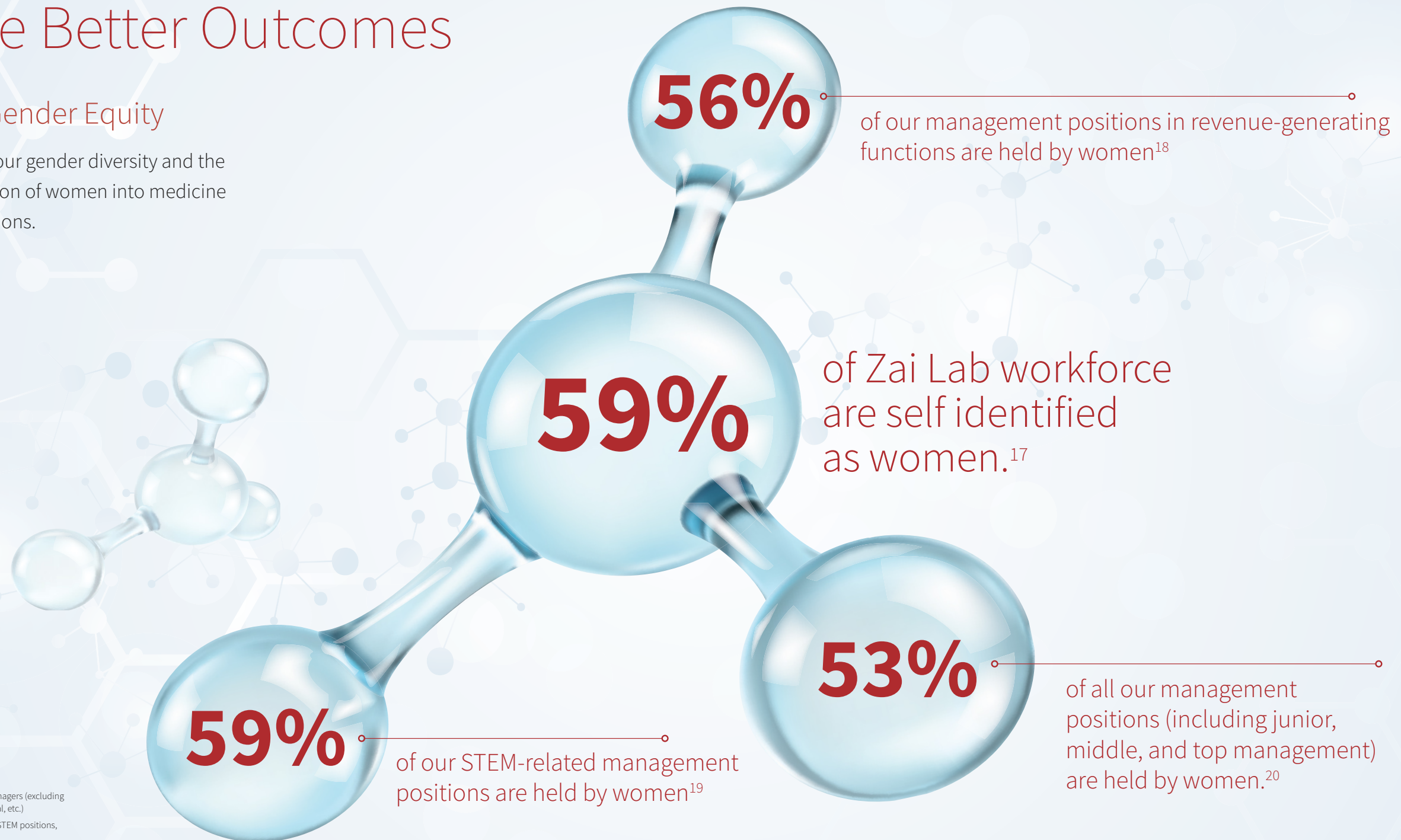
As with many biotech organizations, Zai Lab is working to address the safe use of artificial intelligence (AI). While analyzing use cases for how AI can be implemented in a safe and thoughtful way, we're working to determine an approach to AI that accelerates the business while integrating the values that reflect our Trust for Life.

Create Better Outcomes

Through Gender Equity

We're proud of our gender diversity and the level of promotion of women into medicine and STEM positions.

56% of our management positions in revenue-generating functions are held by women[18]

59% of Zai Lab workforce are self identified as women.[17]

59% of our STEM-related management positions are held by women[19]

53% of all our management positions (including junior, middle, and top management) are held by women.[20]

[17] Includes every Zai Lab employee.

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

[19] Based on the percentage of total STEM positions, including STEM management.

[20] Includes all management positions, including junior, middle, and top management.

Create Better Outcomes

Leveraging our equitable and inclusive workforce and significant operations

Goal

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

> " We are proud to be creating a culture of responsibility at Zai Lab. Instead of holding aspirations to make things right in the future—we set targets so we can do the right thing right now."
>
> **F. Ty Edmondson,** Chief Legal Officer
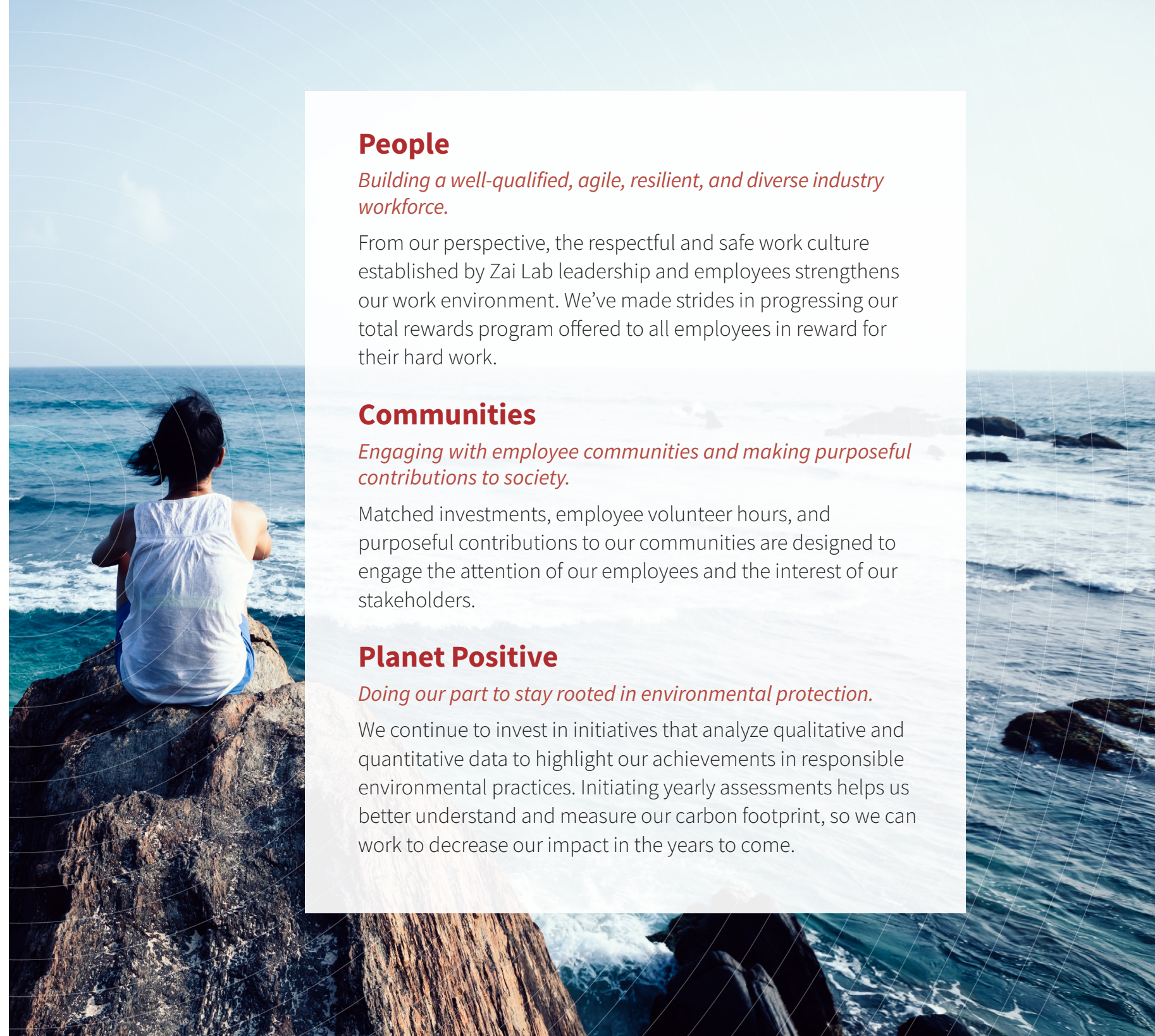
People

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

From our perspective, the respectful and safe work culture established by Zai Lab leadership and employees strengthens our work environment. We've made strides in progressing our total rewards program offered to all employees in reward for their hard work.

Communities

Engaging with employee communities and making purposeful contributions to society.

Matched investments, employee volunteer hours, and purposeful contributions to our communities are designed to engage the attention of our employees and the interest of our stakeholders.

Planet Positive

Doing our part to stay rooted in environmental protection.

We continue to invest in initiatives that analyze qualitative and quantitative data to highlight our achievements in responsible environmental practices. Initiating yearly assessments helps us better understand and measure our carbon footprint, so we can work to decrease our impact in the years to come.

Create Better Outcomes

People

Developing and Engaging Our People

We remain focused on engaging our employees through robust benefits and compensation and learning and development opportunities.

- Establish full-scale talent recruitment and management

- Provide more flagship development and training programs

- Leverage industry leading technology to simplify employee experience.

MENU

EMPLOYEE L&D AT ZAI LAB

We've developed a complete Learning and Development (L&D) strategy to help educate employees and develops their skillsets and mitigates bias.

Employee Learning

1,437 hours spent training in Skillsoft

~100 training sessions offered

Available Development Courses

263 employees attended *Leadership Competence*

527 employees attended *Leadership Acceleration*

1,991 employees attended *Professional Capability-Enabled Learning*

211 employees attended *Manager Transition Program*

1,267 employees attended *Learning Engagement Activities*

Create Better Outcomes

People

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

🎯 Goal

We remain committed to gender pay equity across our organization.

At Zai Lab, we are proud of the gender diversity of our Company and our promotion of women in STEM and executive roles. We have achieved gender base pay equity at all levels. Meanwhile, 59% of our employees are women, and 53% of our management positions are held by women.

🎯 Goal

We commit to building an agile, resilient, and diverse Company by enhancing and developing our employees.

Zai Lab 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. We provide a generous and competitive compensation and benefits program to our employees. Through these benefits programs, we highlight the value we place on our employees.

For our China-based employees, we work within governmental regulations to offer auxiliary benefits including statutory social benefits, risk insurance, healthcare, annual medical check-up, paid time off, and EAP. Paid time off programs in China provide employees with benefits including annual leave (vacation), sick leave, maternity leave, parental leave, and bereavement leave. The healthcare program and EAP program in China covers both employees and their family members. We offer our Chinese employees annual medical check-ups, and family members of employees are provided with at selection of medical check-up plans.

For our US-based employees, we provide a benefits package that includes full-coverage health insurance, life insurance, and other benefits. Our health insurance package includes 95% premium sponsorship by Zai Lab—not just for our employees but for their spouses and dependents. Our US benefits package includes:

- full medical coverage
- financial benefits (including 401(k) eligibility)
- paid time off (vacation, sick, and bereavement leave)
- parental/family/military leave (eight weeks)

Additionally, in the US, through our partnership with third-party family advocacy provider, Maven, we can now offer to connect our employees with fertility, adoption, and surrogacy services. We implemented these services to allow our US-based employees the opportunity to form a family. This benefits package is called Family Advocacy. Maven administers any reimbursements for provided fertility, adoption, or surrogacy services. Another inclusive benefit added this year for US-based employees is our transgender care, highlighting our dedication to providing an inclusive workplace where employees can be themselves and feel safe.

Create Better Outcomes

People

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

🎯 Goal

We commit to investing in a strong career development platform for our workforce.

The satisfaction and engagement of our employees is critical to the success of Zai Lab. We've developed a complete Learning and Development (L&D) strategy to honor the time, expertise, and commitment of our workforce while developing their skillsets and mitigating bias. Underscoring that, our management team makes themselves available for employees, including through regular town hall events, to encourage open dialogue.

Zai Lab's core principle of employee development includes developing a culture of ongoing learning, providing opportunities for career growth, and promoting self-learning opportunities. Our Company offers a range of training development opportunities, like our digital learning platform, Skillsoft. We also offer customized programs that enhance skills and knowledge and encourage employees to pursue challenges and further develop their careers.

Our culture of learning L&D model covers five areas of focus, including:

Leadership Competence – This foundation to our L&D program shares our employee expectations. We intentionally develop programs and interactive learning that help employees navigate our inclusive workplace.

Leadership Acceleration – This focus area targets managers of managers or experienced managers for specialized leadership training.

Professional Capability-Enabled Development – This focus area includes education on professional capabilities that can lead to better performance and higher quality work.

Manager Transition – This focus area supports newly-hired and newly-promoted managers and equips them with leadership development skills.

Learning Engagement – This focus area is available for all employees and educates on developments, such as market trend updates.

✓ Achievement

We continued to encourage a responsible risk culture through the GCR Compliance Champion Initiative, enhancing awareness and understanding of compliance-related policies and procedures and their risks.

This initiative strengthens Zai Lab's business risk culture through a program based in China that:

- Guides colleagues to compliance resources
- Responds to basic compliance questions
- Communicates compliance updates and information
- Incorporates compliance reminders into team meetings

Selected Compliance Champions act as compliance advocates within their business units and serve as liaisons to manage risks. They act as mentors and resources by demonstrating best practices, acting with integrity, and identifying and escalating issues accordingly when they arise. Zai Lab's Compliance Champions maintain regular communications with the wider employee network. The role our employees play is intrinsic to helping Zai Lab identify and be transparent about What Matters Most.

Create Better Outcomes

People

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

✓ Goal

We commit to continue to drive our culture through Zai Lab Spirit Awards and Zai Lab Spirit Ambassadors.

Our greatest opportunity to encourage a sense of a collective culture across our global remote workplace is through our Zai Lab Spirit Awards, which awards high-performing employees with ambassadorships. Zai Lab Spirit Ambassadors embody one of the following six values: entrepreneurship, innovation, patient-first, collaboration, dedication, and integrity.

◎ Achievement

We have established culture committees dedicated to engaging specific employee groups and curating specific programming.

Our culture committees are places for connection with like-minded and regionally aligned teams, opportunities for community and social outreach, and resources for individuals to learn skills and navigate difficult situations. Our **Global Culture Committee** offers virtual opportunities to all employees to connect through events like the Zai Lab Spirit Awards, Zai Lab Read Day, breast cancer awareness month, and even yoga class.

This committee contains the following three individualized committees:

Women's Leadership Committee fosters respect for everyone globally who identifies as a woman at Zai Lab. This woman-focused committee welcomes all for open-minded discussions and educational resources.

China Culture Committee is based in China and encourages understanding and awareness of the wide diaspora of diverse cultures across Mainland China.

DEI & Culture Committee supports a work environment across the US that respects every person from all underrepresented groups of people, inclusive of people of differing genders, ethnicities, religions, sexual orientations, abilities, and cultures.

Create Better Outcomes

Communities

Effecting meaningful engagement and making purposeful contributions to society.

🎯 Goal

We commit to driving better outcomes in our communities by encouraging our employee volunteerism program.

We support the hard work and pursuit of our employees in all areas of their life, especially when it includes community building activities, like volunteer work and donations to charities. And as we continue to grow employee awareness and add to the structure of our volunteer program, we reward every employee with eight hours of work time for their use as volunteers in the charity of their choice. 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.
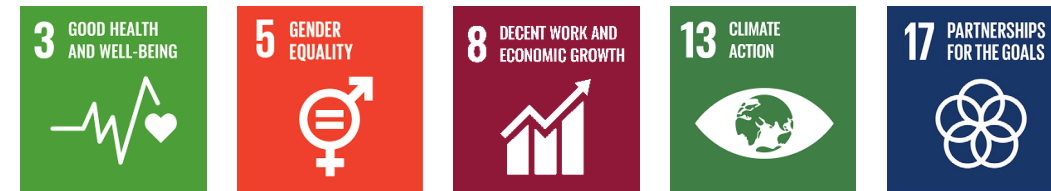
✅ Achievement

In 2023, we nurtured employee engagement through community partnerships, encouraging attendance and inclusive connection around the world.

Our workforce continued the tradition of virtual volunteer work in 2023, dedicating 10,567 hours of their time and service to participate in online events to positively impact their chosen beneficiaries.

- Read more about our "First Annual Global Walk for Myasthenia Gravis (gMG)" in our case study.

- In April 2023, we held an in-person All-Hands meeting in Shanghai, where our ~1,950 China-based colleagues joined. The whole event was paper-free—all materials were digitally shared.

- The Women in Leadership group partnered with HR to advocate for women leaders and women in STEM through a series of internal and external communications. This featured several employees in STEM who identify as women sharing their stories on International Women's Day and employee volunteers making STEM cards for girls living with disadvantages.

- On World Environment Day, we advocated for environmental protection by sharing Zai Lab's Trust for Life strategy through a video on WeChat Channels.

- Zai Lab employees participated for the second time in a local Dragon Boat Race to promote traditional Chinese culture.

- We held our second-annual Zai Lab Read Month to advocate for and encourage lifelong learning.

- We supported the Women in Leadership group to initiate an internal campaign, called Pink Picture, to raise awareness for breast health in October, Breast Cancer Awareness Month.

Create Better Outcomes

Communities

Effecting meaningful engagement and making purposeful contributions to society.
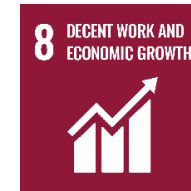
✓ Achievement

In 2023, we matched employee donations and volunteer hours at their chosen not for profits and charities.

With remote work, our values can feel abstract. So, Zai Lab finds ways to reinforce our greatest strength and strongest value to our employees: putting patients first. But finding and creating these opportunities can be a challenge, since our employee base is spread across the globe.

The non-profits that our employees donate their time and money to are important to Zai Lab. Our volunteer program benefits communities—not only with the hard work and many hours of employee volunteers, but in tandem with Zai Lab's matched dollars per hour. We want to support the community-building efforts and pursuits of our employees, so we have implemented a charitable donation program that promises to match our employee's donations. Additionally, any charitable cause our employees volunteer with, we'll match with an equivalent donation amount through our extensive volunteer database of 501(c)(3) institutions.

Create Better Outcomes

Communities

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CASE STUDY:
First Annual Global Walk For Myasthenia Gravis (gMG)

</div>

Jim Massey, Chief Sustainability Officer

In October, our Talent Rewards team coordinated our first annual Global Walk for Generalized Myasthenia Gravis (gMG), a long-term neuromuscular disease that includes degrees of skeletal muscle weakness. This disease is near and dear to all Zai Lab employees, after so much of our hard work went into the discovery and R&D of a novel potential treatment for gMG—Efgartigimod, or VYVGART (IV formulation).

"The Company made a donation on our behalf by participating," Jim Massey, Zai Lab CSO remembered, "so it was nice to take some time to understand what patients are going through." With this walk, we hoped to call attention to musculoskeletal disease and the treatment with FIC and BIC potential. VYVGART launched in China in September 2023, after being approved by the NMPA for commercial use in June 2023, and our walk was held the very next month.

In China, Zai Lab employees and partners participated in a half-day, in-person activity. Around 435 employees walked a mile in support of gMG patients, accumulating to an average of 152 hours of walking. And in the US, 35 employees took an hour-long coordinated walk in three locations in Boston and the Bay Area.

Jim remembers the global walk with fondness. "I was very intentional about setting aside the time to take a walk. It was a way to engage in improving human health and focus on the value of putting patients first. And then, doing something other than my regular job to acknowledge what this is about meant a lot to me."

Zai Lab encouraged all remote US employees to get out to enjoy an hour of walking in appreciation for the hard work dedicated toward finding a treatment for gMG. Many employees reported how much fun they had participating and how much finding a treatment for gMG meant to them. Zai Lab raised and allocated $3,500 to the Myasthenia Gravis Foundation.
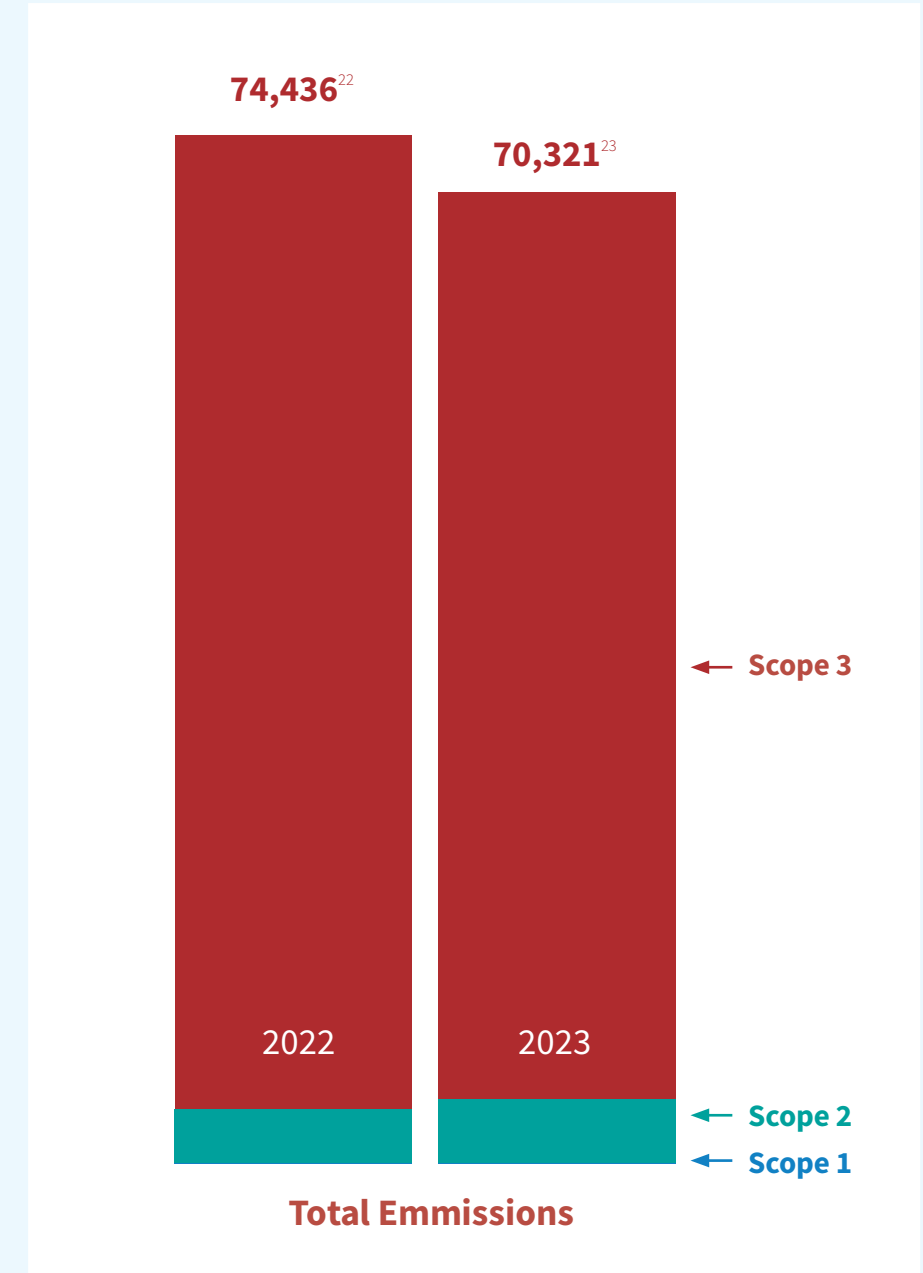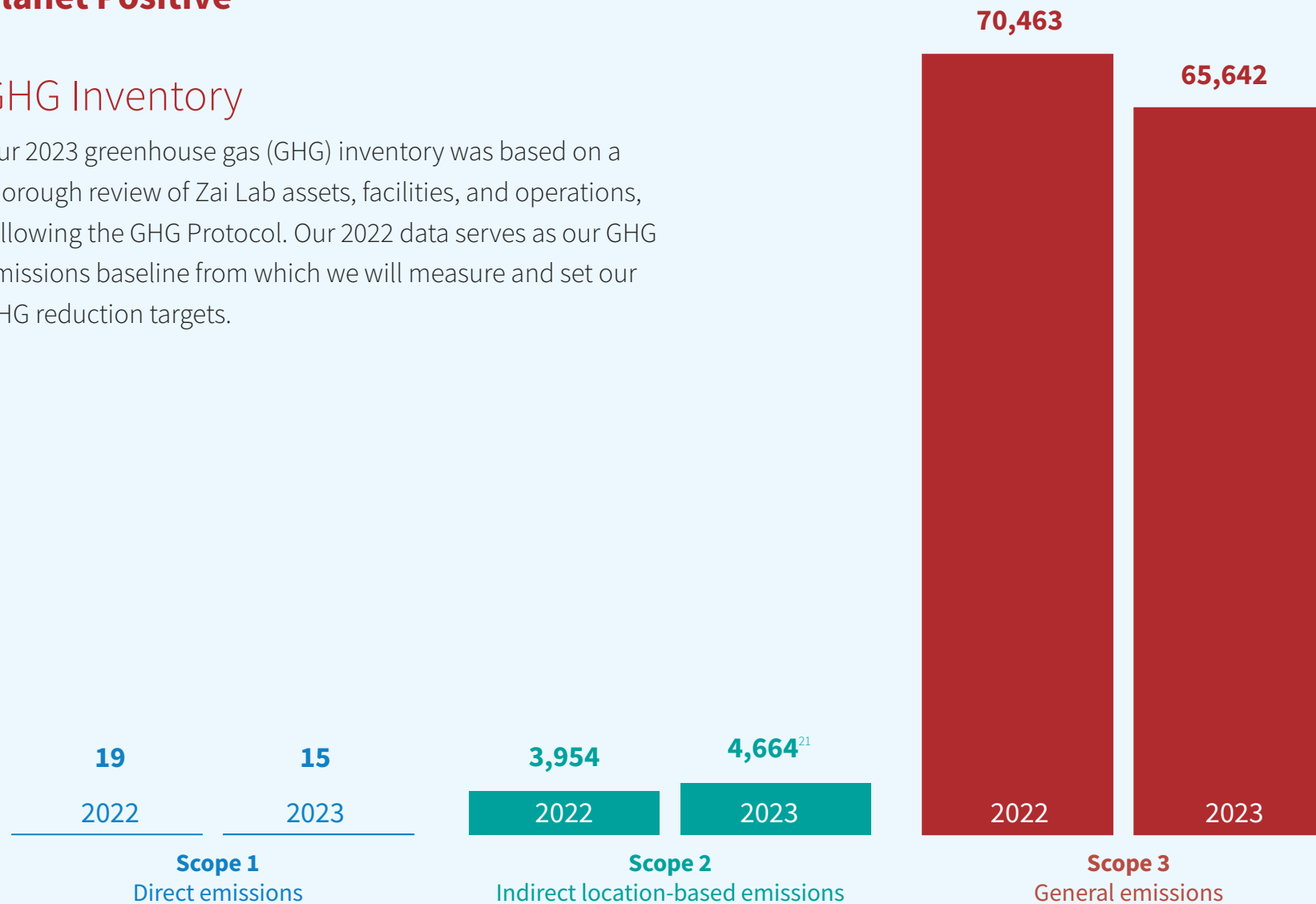
During this same time, in Greater China, Zai Lab amplified awareness for gMG through a nine-day digital campaign, with more than 2,400 people participating. Collectively, Zai Lab donated more than 95 million walking steps (about 71,000km distance). In reward, Zai Lab donated RMB20,000 to the Aili MG Caring Centre on behalf of employees.

Create Better Outcomes

Planet Positive

GHG Inventory

Our 2023 greenhouse gas (GHG) inventory was based on a thorough review of Zai Lab assets, facilities, and operations, following the GHG Protocol. Our 2022 data serves as our GHG emissions baseline from which we will measure and set our GHG reduction targets.

19
2022

15
2023

Scope 1
Direct emissions

3,954
2022

4,664[21]
2023

Scope 2
Indirect location-based emissions

70,463
2022

65,642
2023

Scope 3
General emissions

74,436[22]
70,321[23]

2022   2023

← Scope 3

← Scope 2
← Scope 1

Total Emmissions

■ **Scope 1**   ■ **Scope 3**   ■ **Scope 3**

[21] Increase in Location-Based emissions can probably be explained by increase in energy consumption in Zai Lab facilities.
[22] 2022 GHG emissions intensity = 36.01 tCO2e/person
[23] 2023 GHG emissions intensity = 35.24 tCO2e/person.

Create Better Outcomes

Planet Positive

Doing our part to stay rooted in environmental protection.

🎯 Goal

We signed the Science-Based Targets commitment letter and commit to set our Science-Based Target(s) by 2025.

Environmental stewardship is integral to creating better outcomes for everyone. It's critical that companies and communities set emission reduction targets, combined with innovative improvements to reduce GHG emissions. In 2023, we signaled our commitment to establish Science-Based Target(s) by issuing our Science-Based Target initiative (SBTi) commitment letter. After determining our base metrics for Scope 1, Scope 2, and Scope 3 across our business, we will set and disclose our target(s) for managing climate-related risks and opportunities in 2025.

🎯 Goal

As we develop our Science-Based Target(s), we commit to finding ways to limit our impact in Scope 1 and 2 GHG emissions.

Addressing our carbon footprint and emissions levels reveals our dedication to this target and our overall Trust for Life. We seek to do our part by finding ways to address and reduce our emissions to help create better outcomes through our Planet Positive target commitments. Through our baseline metric of 3,941 MTCO2e in 2022, our Scope 2 GHG emissions have slightly increased due to an increase in energy consumption. We reduced Scope 2 by 25% at our Suzhou facility.

Progress Towards Environmental Protection

Target	Transparency	Timeline Goal
Standardized and compliant business and operational practices	Established 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**
Scope 1, Scope 2, and Scope 3 inventory	Completed inventory using the year 2022 as a baseline.	**2023 – COMPLETE**
Climate Risk Assessment	Issued Climate Risk Assessment aligned to TCFD.	**2023 – COMPLETE**
CDP - Climate	Submission completed.	**2023 – COMPLETE**
Commit to Science-Based Target(s)	Initiated this goal by signing the Science Based Targets initiative commitment letter.	**2023 – Initiated to commit** **2025 – Will be set**

Create Better Outcomes

Planet Positive

Doing our part to stay rooted in environmental protection.

🎯 Goal

By 2025, we commit to focusing on Zai Lab's impact on biodiversity and will establish a Biodiversity Policy Position Statement.

It is important for society and businesses to operate within our planetary boundaries. In support of this, we seek to understand the risk of biodiversity loss in the communities and regions in which we operate. The first step of this is understanding our environmental dependencies, impacts, risks, and opportunities based on the sectors and geographies in which we operate. Following the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD), we began our nature-related risk assessment by following TNFD's LEAP approach. By 2025, we expect to conduct our first TNFD risk assessment and to establish our Policy Position Statement on Biodiversity.

✓ Achievement

In 2023, we issued our first TCFD report.

To better understand climate-related risks across our operations and value chain, we have identified areas for further analysis and potential risk mitigation efforts. This year, we conducted a climate risk assessment so that we can better understand our physical and transition risk exposure, considering asset location, existing and planned strategy and resources, and other key areas of impact.

✓ Achievement

In 2023, we completed a full Scope 1, Scope 2, and Upstream Scope 3 GHG inventory, along with a full value chain screening.

This inventory helped us identify our emissions hotspots, upstream and downstream, from our operations—using the year 2022 as our 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, water consumption, and waste management.

Act Right Now

Advancing Transparency & Ethical Business Practices

How we conduct global business is steeped in integrity and our Trust for Life values.
We are committed to transparency, ethical business practices, and strong governance.

23 SASB items reported

Transparent Business Practices

2

9 ESG focus areas identified

Achieved recognitions:
- Ranked "Prime Corporate ESG Performance" by ISS
- "Top Biotech Company" S&P Global Sustainability Yearbook (China Edition)

Responsible Procurement

27 Tier-One Suppliers identified

Ethical Business Operations

Code of Business Conduct and Ethics

10 position statements released

Supplier Code of Conduct

Updated and released in 2023

Act Right Now

Working ethically and urgently to make a valuable impact

Goal
We commit to drive a culture of awareness for business risk through our enterprise risk management (ERM) plans for top tier risks. We build trust by acting urgently and ethically.

> "We work to drive enterprise risk management into the business. I'm proud of how, from the boardroom to the front lines of business, our employees participate in the process and understand their role in managing risk across the organization."
>
> **–Ann Beasley,** Chief Compliance Officer
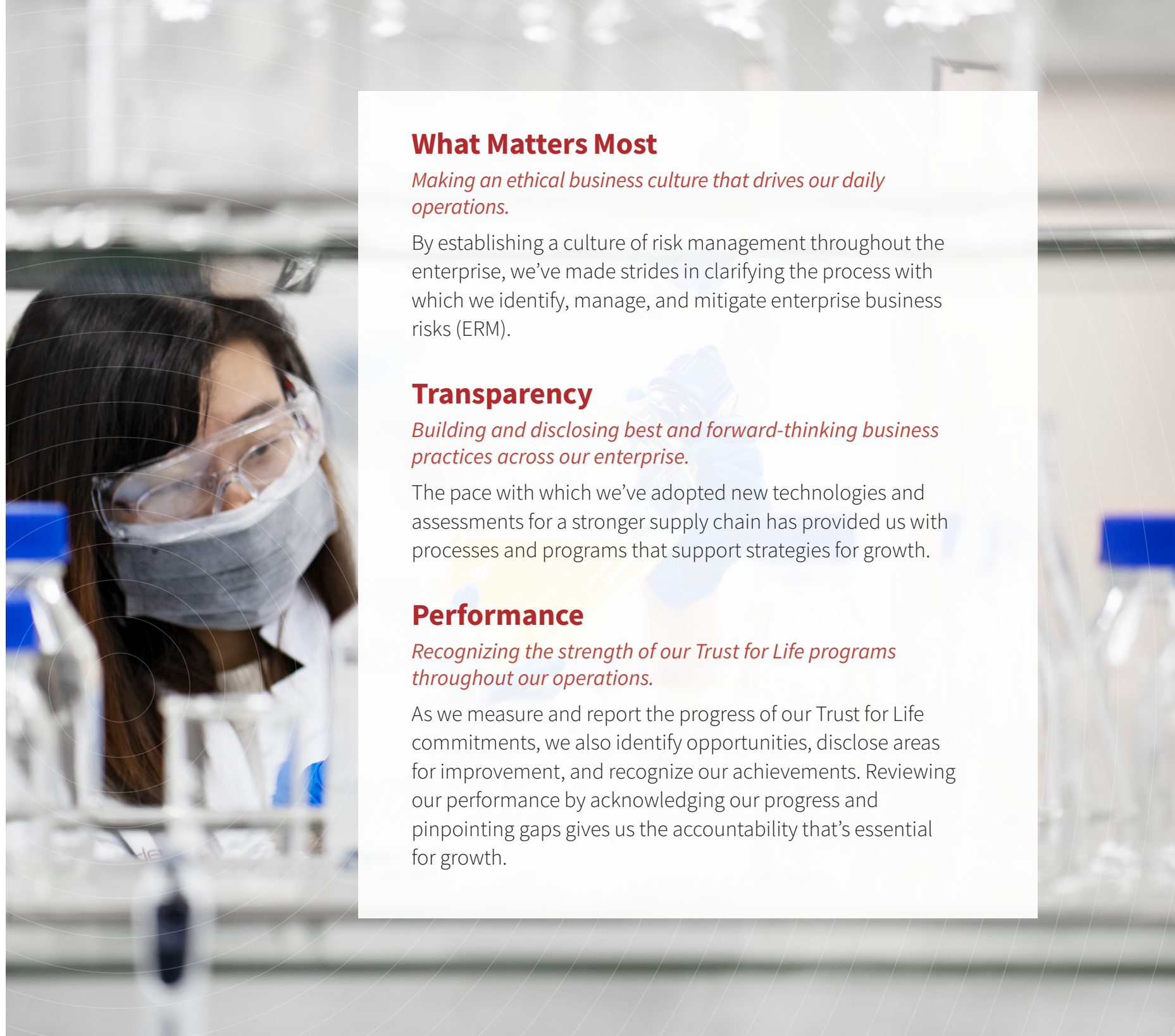
What Matters Most
Making an ethical business culture that drives our daily operations.

By establishing a culture of risk management throughout the enterprise, we've made strides in clarifying the process with which we identify, manage, and mitigate enterprise business risks (ERM).

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

The pace with which we've adopted new technologies and assessments for a stronger supply chain has provided us with processes and programs that support strategies for growth.

Performance
Recognizing the strength of our Trust for Life programs throughout our operations.

As we measure and report the progress of our Trust for Life commitments, we also identify opportunities, disclose areas for improvement, and recognize our achievements. Reviewing our performance by acknowledging our progress and pinpointing gaps gives us the accountability that's essential for growth.

Act Right Now

What Matters Most

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, financial, compliance, and cybersecurity risks; the Nominating and Corporate Governance Committee for ESG-related 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.

A transparent, top-down view of our governance structure begins and ends with how we manage our enterprise risks. Our risk governance structure oversees our enterprise risk management (ERM) program. Identifying and assessing enterprise risks by partnering with independent outside experts and conducting internal annual risk assessments is the responsibility of our dedicated governing committees. Risk management committees (listed in infographic) at Zai Lab are responsible for interviewing leaders from various business functions, reviewing risks in specified areas, calibrating risk ratings to reflect their significance, assigning risk owners, and developing risk management, mitigation, or remediation plans or strategies. Through our ERM program, we hope to communicate that risk management is an opportunity to connect to discuss concerns, issues, and obstacles, and find manageable solutions.

Goal

We will develop a Business Continuity Plan, focused on our highest-risk business critical activities.

As an essential step in developing our Business Continuity Plan, we've completed Business Impact Analyses (BIAs) focused on our highest risk business activities across patient safety, supply chain, IT, and operations. BIAs identify potential risks that may affect our operations and provide insight into safeguards and processes necessary to mitigate those risks. The BCP will incorporate the BIAs into a strategy that allows Zai Lab to anticipate, prepare for, respond to and recover from unforeseen business disruptions.
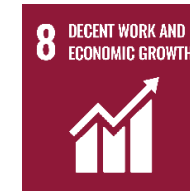
✓ Achievement

We conducted multi-year Enterprise Risk Management assessments and continue to build the enterprise capability for topic and/or functional risk assessments.

We're building a culture of risk appreciation and understanding. Our three lines of defense and governance committees are dedicated to identifying and defining risks. Annually, we conduct the ERM assessment and continue to expand the deep risk assessments, like healthcare compliance and climate. We're integrating a nature assessment in 2024. The Enterprise Risk Assessment allows us a broad view of our business risks, while the healthcare compliance and environmental assessments give us deeper insights into what matters most to our business.

✓ Achievement

We worked with our business partners to encourage a culture that understands risks.

Our business partners conduct functional training and drive risk awareness. In our case study on "Fostering an Educated and Aware Risk Culture," we cover some non-traditional ways of engaging employees around doing the right thing. Along with driving a strong internal risk awareness, our business partners benefit from our compliance team, who are always available to consult, across all functions and clients. This drives compliance awareness along with a greater awareness of business risks across our partnerships. The compliance team is available whenever our partners have a question regarding a collaboration or an ethical question.

Act Right Now

What Matters Most

CASE STUDY:
Fostering an Educated and Aware Risk Culture

Angela Jiang,
SVP of Regulatory Affairs

As senior leaders at Zai Lab, it's our responsibility to apply the risk management principles to our respective business units. The RCC identifies risks and evaluates whether the function is applied to the right controls based on each risk. But how does Zai Lab tangibly drive risk awareness within our business units?

Fostering a strong risk culture throughout the enterprise is critical to managing business risks through a timely and comprehensive approach.

Angela Jiang, SVP of Regulatory Affairs has played a vital role in building a strong risk culture through her work training members of her team on how to identify and address management risks across the customer relationship. Angela is a member of the Risk Coordination Council and a newly initiated Benefit Risk Governance Committee, created to reflect and raise awareness of the risk culture.

Some of Angela's progress can be attributed to her work through the Learning Management System (LMS). Training on LMS helps her team members understand risk culture while developing awareness and guiding the execution of business risk protection. "This training is applicable for employees located both in China and in the US." Angela explained, "Training can be customized to reflect updates in programs and SOPs, promoting compliance with local policies." They can access and learn the Standard Operating Procedures (SOPs) necessary for compliance and safety with changing regulations.

Angela states that, "the Company will continue to launch sensible initiatives to improve risk governance." She went on to explain that she participated in a deep dive workshop on capabilities within R&D last year that was both enlightening and successful. And she hopes to engage in more workshops in the future.

Act Right Now

Transparency

Elements of a Transparent Supplier Ecosystem

Zai Lab accomplished the following in less than two years through our pursuit of a premium and value-driven product supply chain.

Supplier Risk Management

Responsible Procurement of Supply Chain
Measure and rank our internal procurement responsibility to identify risks across six procurement categories.

Supplier Code of Conduct
Prioritize the safety of medicines through processes and procedures.

Due Diligence
Identify and account for how suppliers address their impact.

Engagement and Collaboration

Supplier Assessment Questionnaire
Assess supplier maturity in RFP phase.

Supplier Day
Show suppliers how their contributions align with our Trust for Life goals.

Supplier Training
Train our internal supply chain leaders on the Zai Lab Trust for Life strategy and train responsible suppliers second.

Impact Delivery

27 Vendors Ranked as Top-Tier Suppliers

Supplier Management Controls
Measure and rank the responsibility level of procurement.

Business Continuity
Maintain product compliance and safety through the supply chain.

Planet Positive Suppliers
Align suppliers with our GHG Scope 3 reduction goals.

Act Right Now

Transparency

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

🎯 Goal

We commit to act right now through our supplier collaboration, which includes transparency into our full business operations and product supply chain.

We pursue this commitment by establishing and assessing our procurement processes, supply chain quality, and supply chain management systems. Our suppliers play an important role in achieving our Trust for Life goals.

After two years we have established a solid foundation for our supply chain, completing the following achievements:

Building a Collaborative Supplier Ecosystem

Conducted Responsible Procurement Code self-assessment.

In late 2022, Zai Lab completed a supply chain risk assessment that examined environmental and socio-economic risks across six procurement categories. Our internal self-assessment tool, called the Responsible Procurement Code, was designed to identify gaps in procurement processes and opportunities to improve and to establish the foundation for a responsible procurement program. Reviewing this assessment gives us baseline measurements to improve our procurement processes and performance. After our 2022 materiality assessment was conducted, we conducted impact report reviews, revised position statements, drafted a supplier code of conduct, and initiated a supply chain risk assessment.
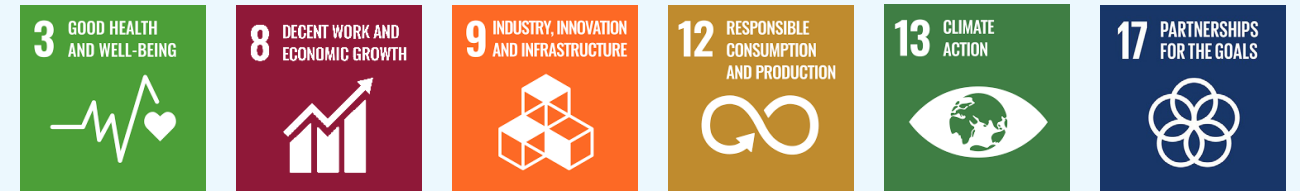
These activities helped us identify, understand, organize, and prioritize opportunities and risks that are most material to our business and exist in our supply chain. They now serve as the basis for our responsible sourcing work implemented by Global Procurement.

Developed and launched our Supplier Code of Conduct.

Government regulation and potential business risks play important roles in our business decisions and strategy. We created our first Supplier Code of Conduct; we implemented it to better align our values with those of our suppliers. We now have a strong list of 27 vendors ranked as top-tier suppliers. Moving forward, we will revise and annually publish an updated Supplier Code of Conduct.

Implemented a comprehensive due diligence process.

Suppliers must go through a financial due diligence process to help ensure we engage with reputable and legitimate organizations. This is the process of identifying, mitigating, preventing, and accounting for how businesses address both the actual and potential adverse human rights or environmental impacts of their business. The supplier's application goes through an internal review and approval process. During this process, the potential supplier goes through various financial authorities, medical affairs, legal, and compliance reviews to provide a functional governance perspective. And then once a supplier is approved, they will be monitored for level of collaboration and execution.

Act Right Now

Transparency

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

🎯 Building a Collaborative Supplier Ecosystem (continued)

Developed and conducted a Supplier Assessment Questionnaire (SAQ) for our suppliers

The SAQ is an important component of our supply chain infrastructure. Zai Lab's top suppliers were asked to complete the SAQ, which included a comprehensive set of questions on ethical topics like labor rights, environment, governance, and GHG performance. With 27 responding suppliers, we've made progress toward aligning our supply chain with our Trust for Life strategy.

Implemented responsible procurement training

Our responsible procurement training for category managers is a developmental course that trains supply chain leaders on the Zai Lab Trust for Life strategy, covered in this Report. We also provide training for our suppliers. This gives managers and suppliers a baseline understanding of sustainability concepts, and a better understanding of the role responsible procurement plays across the organization.

Hosted our first-ever Supplier Day.

In October 2023, Zai Lab engaged with 40 suppliers. This event offered the opportunity to educate our suppliers on the Trust for Life strategy and help them understand how their contribution to sustainability aligns with Zai Lab's goals. Another topic of conversation covered industry challenges and potential points of collaboration between Zai Lab and suppliers to develop solutions.
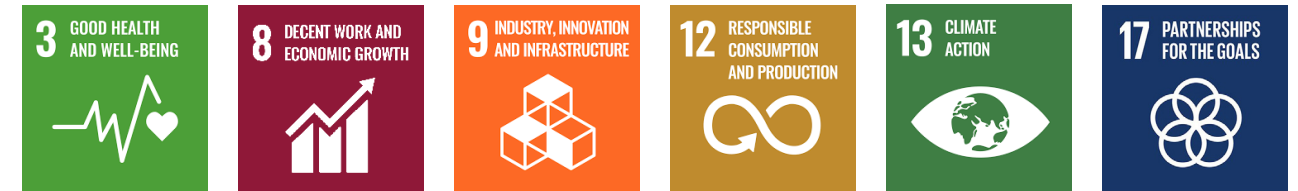
✓ Achievement

In 2023, we continued to align our business and ESG disclosures with global and regulatory frameworks and participated with annual key raters and rankers, including Dow Jones Sustainability Index (DJSI), CDP, and TCFD.

We prioritize transparency regarding 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.

Act Right Now

Performance

Recognizing the strength of our Trust for Life programs throughout our operations.

🎯 Goal

We will continue embedding corporate responsibility programs into our approach and operations.

Zai Lab aims to make informed decisions—ethically and urgently. Through our integrity and our ethical work practices, we work to grow and maintain the trust of all who work with us and who rely on us throughout our operations. When we deliver our commercial imperatives, we deliver on our commitment to improve human health. Our goal to Improve Human Health by reaching one million patients by 2030 is directly tied to our long-range, risk adjusted business forecast. When we deliver our financial targets, we also fulfill our commitment to Improve Human Health.

✓ Achievement

We were recognized for our achievements and dedication to sustainability by ISS and the S&P Global.

Because of our dedication to data transparency, Zai Lab continues to receive industry recognition for our Trust for Life commitment progress. In 2023, we were recognized as the top-ranked Biotech Company in the first edition of the S&P Global Sustainability Yearbook (China Edition) DJSI, and we were ranked as "Prime" in Corporate ESG Performance by the ISS.

Our Alignment with the UN SDGs

Zai Lab remains committed to continuing our alignment with the United Nations Sustainable Development Goals (SDGs). We highlight our purpose and passion by demonstrating our alignment with specific SDGs in the table to the right. Most importantly, we prioritize SDG 3 through initiatives to Improve Human Health. Please see SDG reference icons on each Trust for Life action page for more ways we connect with SDGs.

SDG 3: Good health and well-being
Ensure healthy lives and promote well-being for all at all ages.

Our work is inherently and clearly tied to the pursuit of good health. Zai Lab can positively impact the health of patients and the communities in which we live and work. We provide grants and monetary donations to support our local communities focused on science, health, and community support during times of emergency.

Sustainable Development Goal	Our Alignment
SDG 5: Gender Equality Achieve gender equality and empower all women and girls.	We maintain equity in our leadership and base pay equity at all levels of the organization. In addition to increasing gender equality in our workforce, we also have a Culture Committee dedicated to opportunities for women.
SDG 8: Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	We know our impact can be deep as a global biotech, which we accomplish by promoting a safe, inclusive work environment, a strong business risk awareness, and a standardized Code of Conduct for our supply chain.
SDG 9: Industry, innovation, and infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	Our most substantial impact is through our work to improve peoples' health. Innovation is crucial to effective and current medicines, and where we strive to differentiate ourselves is through accessibility and inclusivity of the medicines we create.
SDG 12: Responsible Consumption and Production Ensure sustainable consumption and production patterns.	Along with improving human health and reducing our impact on carbon emissions, we're actively working to establish a supply chain that operates in an ethical, transparent, and sustainable manner. Standing by our dedication to responsible procurement, we apply the same standards to ourselves that we require of our suppliers.
SDG 13: Climate action Take urgent action to combat climate change and its impacts.	Our mission to improve human health includes strong commitments to doing our part for environmental protection. As an overarching goal, we're committed to reducing the environmental impact of our business practices and investing in stewardship projects.
SDG 17: Partnerships for the Goals Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.	We find ways to collaborate across our supply chain through our foundation to sustainable suppliers and through funding and sponsorship of community events. But the most impactful partnerships we make are through our efforts to accelerate medicines to patients and expand our global pipeline.

For more information about how Zai Lab connects climate action to Our Purpose, please see our section on Planet Positive actions.

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 under the 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, 2023, unless otherwise noted. During 2023, 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 report section "Act Right Now – What Matters Most" on page 32.
The board's ESG management approach and strategy, including the process used to evaluate, prioritize, and manage material ESG-related issues (including risks to the issuer's businesses); and	For approach and strategy, please refer to report section "Act Right Now – What Matters Most" on page 32. For prioritizing issues, please refer to report section "Our Trust for Life Report" on page 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-related risks, as well as oversight on progress made against ESG-related goals and targets. Please refer to report section "Act Right now – What Matters Most" on page 32.
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.	(i) Please refer to report section "Introduction to Our Trust Report" on page 3. (ii) Please refer to report section "Our Materiality Matrix" on page 7.
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 the report section "Create Better Outcomes" on page 18. 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 CO_2, CH_4, and N_2O 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 CO_2, CH_4, and N_2O are sourced from the International Energy Agency (IEA)'s Emission Factor database. For natural gas, factors for CO_2, CH_4, and N_2O 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 CO_2 and the IPCC's Fifth Assessment Report for other refrigerant gases. 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
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.	The Company's ESG materiality process, strategy and KPIs have not changed since being established in 2022.
Reporting Boundary	
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.	Please refer to report section "Our Trust for Life Report" on page 3. This ESG Report covers Zai Lab operations and metrics at the global enterprise level.

Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
A1. Emissions		
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.	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 US

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 processes in place for Environmental, Health, and Safety (EHS) management, including a Global EHS Standard and EHS procedures (including various Waste Management Procedures). |
| **KPI A1.1** | The types of emissions and respective emissions data. | We gather emissions data related to energy consumption, GHG Emissions (Scope 1, 2, and 3), water consumption, wastewater discharge, and solid waste.

We are refining our reporting capabilities.

We have disclosed emissions data in our 2021 ESG Report, 2022 Mid-Year ESG Report, 2022 Trust for Life Report, and this 2023 Trust for Life Report, to the best of our ability.

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.

Please refer to report section "Create Better Outcomes - Planet Positive" on page 28. |
| **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 the report section "Create Better Outcomes – Planet Positive" on page 28. |

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
KPI A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	**Suzhou OSD Plant** Total: 45.9257t Intensity= 0.0001275(t/box) (Production: 360,240 boxes) Suzhou Biological Plant (clinical samples only) Total: 148.1365t Intensity= 0.043(t/vial) (Production: 3,445 vials (Does not include mock canning)) **Zai Lab (Shanghai) Co., Ltd.** Total: 6.61t Intensity is N/A as there is no production at this facility **Zai Lab (US) LLC** Total: 3 gallons (0.09t) Intensity is N/A, as there is no production at any US facilities.
KPI A1.4	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	**Suzhou OSD** Total: 10.52t Intensity: 0.0000292(t/box) **Suzhou Biological Plant (clinical samples only)** Total: 8.89t Intensity: 0.0026(t/vial) **Shanghai, Beijing, Guangzhou** Data is not available **Zai Lab (US) LLC** Data is not available
KPI A1.5	Description of emission target(s) set, and steps taken to achieve them.	Please refer to the report section "Create Better Outcomes – Planet Positive" on page 28.
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.	Hazardous waste is classified, collected, and stored in accordance with Waste Management Procedures and then handed over to qualified suppliers for treatment and/or disposal. Non-hazardous waste is handled by municipal sanitation. Although Zai Lab does not have any specific reduction targets currently in place, we have reduced the amount of waste cleaning liquids generated in China. In Zai Lab offices in China and the US, offices encourage electronic filing and seek to reduce the use of paper as much as possible.

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
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 ISO 14001 framework. We have processes in place for Environmental, Health, and Safety (EHS) management, including a Global EHS Standard and EHS procedures (including various Waste Management Procedures). 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: 6,643,971.28 kWh Total Natural Gas Consumption: 0 kWh (we received no reported natural gas consumption in 2023.) Total Diesel Consumption: 59.13 gallons Total Gasoline Consumption: 1,589.60 gallons (85,149 km driven) Energy Consumption Intensity: 3,358.26 kWh/person (including remote employees.)
KPI A2.2	Water consumption in total and intensity (e.g., per unit of production volume, per facility).	**Water consumption in Zai Lab (Shanghai) Co., Ltd. facilities was 2208 tons, Beijing was 283 tons, Guangzhou was 45 tons.** Total: 2,536t Intensity is N/A as there is no production at this facility **Suzhou Biological Plant (clinical samples only)** Total: 10,270t Intensity= (2.981t/vial) (Production:3,445 vials) **Suzhou OSD Plant** Total: 7,373t Intensity= (0.0205t/box) (Production: 360,240 boxes) **Zai Lab (US) LLC** Data is not available since Zai Lab's 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.	No energy efficiency targets are currently in place. After determining our base metrics for Scope 1, Scope 2, and Scope 3 across our business, we will set and disclose our target(s) for managing climate-related risks and opportunities in 2025.

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
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. **For Suzhou OSD Plant** Based on the unit consumption in 2022 and the forecast of 2023, we set the unit consumption targets in early 2023. The 2023 target value, 0.021 t/box, was consistent with the actual consumption in 2022, the actual water consumption was 0.0205t/box. The steps taken to achieve water efficiency targets included: Set water use goals. Optimize purified water system and air conditioning system operation. Track the water consumption amount monthly.
KPI A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced	**Suzhou OSD Plant** Total weight of packaging materials: 22.43t Per unit produced=0.0000623t/box This is the only facility where production occurred in 2023, and where Zai Lab was responsible for packaging.
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 the report section "Create Better Outcomes" on page 18.
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 Lab discloses our commitments and actions related to climate change in our Climate Change and Environmental Stewardship Position Statement. In 2023, we conducted a climate risk assessment aligned with the requirements of the Task Force on Climate-Related Financial Disclosures (TCFD) that identified climate-related risks and opportunities that could impact our global operations and our approach to risk management.
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.	In 2023, Zai Lab completed its first climate risk assessment to identify and evaluate relevant climate-related risks and their potential impacts on the business. Overall, climate-related risks were found to pose relatively low risk for Zai Lab in the context of the enterprise risk landscape. The climate-related physical and transition risks for Zai Lab, as well as how Zai Lab is taking action to manage them, are detailed in our TCFD Report.

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
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.	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. 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 policies and benefits program of Zai Lab US are shared in the intranet and on Zai Lab's US benefits site. Please refer to the 2023 Hong Kong Annual Report (pages 121-123), section on "Employee and Remuneration Policy."
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	**Total workforce** Female 60%, Male 40% By gender: Female 1,294, Male 854 By employee type: FTE 93%, Third-party 7% By age group: <30 years 23%, 30-49 years 74%, >50 years 3% By geographical region: GCR 96%, Other 4% For a breakdown of employment type, please refer to report section "Create Better Outcomes" on page 18.
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Consistent with other comparable companies competing in the jurisdictions in which we operate, Zai Lab does not share its turnover rate externally, due to 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.
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.	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. 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. For further details, please refer to Zai Lab's Occupational Health and Safety Position Statement and see details in the report section "Create Better Outcomes – People" on page 20.

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	2021: 0 fatalities 2022: 0 fatalities 2023: 0 fatalities
KPI B2.2	Lost days due to work injury.	15 lost days (globally)
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Through our Global Environment, 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. As a Company, we have tracked, investigated, and reported workplace injuries and illnesses in accordance with local requirements for many years. In support of our commitment to transparency, we decided to publicly disclose our global Lost Time Injury Frequency Rate (LTIFR) for the first time this year. LTIFR includes any work-related injury that results in an employee not being able to return to work the next scheduled workday/shift. LTIFR is calculated as the number of lost-time injuries per million hours worked, using this formula: LTIFR= ((Number of lost-time injuries)/ (Total hours worked in accounting period)) x 1,000,000 Zai Lab's global LTIFR for 2023 is 0.56. The work hours in this calculation include employees in the US, Shanghai, Beijing, Suzhou, Hong Kong, and Taiwan; it does not include contractor work hours. At Zai Lab, we believe every worker has the right to go home safe and healthy every day, and we make that responsibility a priority.
B3. Development and Training		
General Disclosure B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	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, and environmental/occupational health and safety. Please refer to the report section "Create Better Outcomes - People" on page 20.
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	**By gender** • Female: 59.16% • Male: 40.84% **By management level** • Individual Contributor: 74.61% • First Line Manager: 17.96% • Manager of managers: 7.43%

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
KPI B3.2	The average training hours completed per employee by gender and employee category.	**By gender** • Female: 35.27 hours • Male: 38.79 hours **By management level** • Individual Contributor: 34.64 hours • First Line Manager: 46.86 hours • Manager of managers: 32.98 hours
B4. Labor Standards		
General Disclosure B4	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.	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. 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. Our Human Rights Position Statement and our Supplier Code of Conduct describe our policies and compliance on labor standards for Zai Lab employees, as well as those of our suppliers.
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	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 checks during the hiring process which helps us avoid child labor.
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	We immediately stop the hiring process.
B5. Supply Chain Management		
General Disclosure B5	Policies on managing environmental and social risks of the supply chain.	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. Please refer to report section "Act Right Now - Transparency" on page 35.
KPI B5.1	Number of suppliers by geographical region.	America: 422 Asia Pacific: 15 Europe: 20 Greater China Group (GCG): 1,218 United Kingdom: 18 Grand Total: 1,694

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
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.	We built out our supplier management program, which included 27 of our tier-1 suppliers. We integrated ESG questions into our procurement platform and scored new and existing suppliers on their ESG performance. Additionally, we requested that our top 20 Tier 1 suppliers sign our supplier code of conduct. We also engaged our Top 40 Tier 1 suppliers via a Supplier Self-Assessment Questionnaire for our human rights assessment. The SAQ included questions about key human rights topic areas and requested suppliers to validate their responses by providing associated documentation. Please refer to report section "Act Right Now - Transparency" on page 35.
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	In 2023, Zai Lab sent a sustainability and responsible sourcing maturity questionnaire to its top Tier 1 suppliers and performed due diligence on preferred suppliers to identify and begin managing risks, as well as managing expectations for supplier performance. Please refer to report section "Act Right Now - Transparency" on page 35.
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	We have integrated sustainability questions into our procurement system as part of our process of assessing new and potential suppliers. We have integrated specific environmental factors into our supplier scorecard. We also include sustainability topics, such as environmental health and safety and social responsibility into our regular engagement with our top Tier 1 suppliers. And we discuss our expectations regarding supplier performance and sustainability topics during our 2023 Annual Supplier Day. Please refer to report section "Act Right Now - Transparency" page 35.
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.	(a) 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. (b) Our Code of Business Conduct and Ethics describes our commitments and practices for these topics.
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	There have been 0 products recalled for safety and health reasons in 2023.
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Zai Lab has received a total of 9 complaints for drug products, and 1,688 complaints for medical devices in Mainland China during 2023. 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 Trial 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) provides descriptions of Company practices for observing and protecting intellectual property rights.

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
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), as well as our internal clinical Quality Management System's SOP "Commercial Drug Product Recall Management Procedure," describes our commitments to and general practices for product safety and quality, including recall procedures. We have established a 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 2023 Hong Kong Annual Report, section "Data Privacy and Data Protection" on page 27. Our Code of Business Conduct and Ethics, section on "Privacy" on page 35 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 US 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. Zai Lab complies with all applicable laws governing our business operations, both foreign and domestic. Zai Lab's 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.
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. 69) 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 the "Answering Questions" section of the Code and to ask questions.

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Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs	Response/ Reference
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 "Creating Better Outcomes" with employees, patients, health care professionals, and communities. Please refer to report section "Create Better Outcomes" on page 18.
KPI B8.1 — Focus areas of contribution (e.g., education, environmental concerns, labor needs, health, culture, sport).	Our focus for CSR is people, communities, and planet, as further described in our Corporate Social Responsibility Position Statement. For 2023, we prioritized meaningful engagement by developing a well-qualified, agile, resilient, and diverse workforce and effecting meaningful community engagement, as presented in report section "Create Better Outcomes" page 18.
KPI B8.2 — Resources contributed (e.g., money or time) to the focus area.	In 2023, Zai Lab did not provide grants or cash contributions, and donated $19.6M in-kind through Patient Assistance Programs to support our local communities.

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, 2023, unless otherwise noted. SASB

Table 1. Sustainability Disclosure Topics & Metrics

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 inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation and (2) regulatory or administrative actions taken against the entity	In the scope of clinical trial inspections that were managed by Zai Lab, the situations (1) and (2) did not take place within the year 2023. There were two pre-approval clinical trial inspections by China NMPA/CFDI in 2023, respectively, for the product Repotrectinib ROS1, and Sulbactam-Durlobactam. No major observation was identified, and the overall assessment conclusion was "Passed."
	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 2023 Annual Report on Form 10-K (see p. 77). Refer to Zai Lab position statement on 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 Program (PQP)	Refer to Zai Lab position statement on Access to Medicines & Affordability and Pricing.
	HC-BP-240b.2.	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	We have license agreements and have received marketing approvals for our five commercial products in one or more territories in Greater China. Each of our commercial products has received approval and is currently marketed in regions outside of our licensed territory for similar approved indications to ours, such as in the United States. The license and approvals in the US would be held by strategic partners. See our 2023 Annual Report on Form 10-K (see p. 2-6).
	HC-BP-240b.3.	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Not reported. Refer to Zai Lab position statement on Commitment to Ethical Marketing Practices.

Sustainability Accounting Standards Board (SASB) Index

Topic	Code	Description	Response
Drug Safety	HC-BP-250a.1.	Products listed in public medical product safety or adverse event alert databases	See our 2023 Annual Report on Form 10-K (see p. 2).
	HC-BP-250a.2.	Number of fatalities associated with products	Thus, it has not reported any events in the FDA Adverse Event Reporting System. One death case associated with Zejula occurred in one Investigator Initiated Trial (IIT) with indication of lung cancer (unapproved indication). This case is submitted to China Drug Adverse Event Reporting System (DAERS) in this period.
	HC-BP-250a.3.	Number of recalls issued, (2) total units recalled	None since Zai Lab launched products in 2019.
	HC-BP-250a.4.	Total amount of product accepted for take-back, reuse, or disposal	None.
	HC-BP-250a.5.	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards by type	Zero enforcement actions were taken in 2023 in response to violations of good manufacturing practice (GMP) or equivalent facility and manufacturing safety standards.
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 to 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, 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 2023 Annual Report on Form 10-K (see p.77).
	HC-BP-270a.2.	Description of code of ethics governing promotion of off-label use of products	Refer to Zai Lab position statement on Commitment to Ethical Marketing Practices, Supply Chain Collaboration, and Clinical Trial Research and Transparency, and our 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 staff	Refer to Zai Lab position statement on Workforce Engagement and Development. We disclose development and retention in our 2023 Annual Report on Form 10-K (see p. 21).
	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. Refer to Zai Lab position statement on Workforce Engagement and Development.

Sustainability Accounting Standards Board (SASB) Index

Topic	Code	Description	Response
Supply Chain Management	**HC-BP-430a.1.**	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programmes for integrity of supply chain and ingredients	We do not participate in the Rx-360 International Pharmaceutical Supply Chain Consortium. Refer to Zai Lab position statement on 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 2023 Annual Report on Form 10-K (see p. 77).
	HC-BP-510a.2.	Description of code of ethics governing interactions with health care professionals	Refer to Zai Lab Code of Business Conduct and Ethics and position statement on Commitment to Ethical Marketing Practices.

Table 2. Activity Metrics

Activity Metric	Code	Response
Number of patients treated	**HC-BP-000.A**	Please refer to report section "Improve Human Health" on page 10.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	**HC-BP-000.B**	Please visit the About US, R&D Pipeline section of our company website full details.

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 2023 – December 2023. 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 2021		
2-1	Organizational details	Please refer to report section "Our Trust for Life Report" on page 3.
2-2	Entities included in the organization's sustainability reporting	Please refer to report section "Our Trust for Life Report" on page 3. Please refer to Zai Lab's 2023 Annual Report on Form 10-K
2-3	Reporting period, frequency and contact point	Current reporting period: January – December 2023 Reporting frequency: Annually Contact Point: Jim Massey
2-4	Restatement of information	N/A
2-5	External assurance	
2-6	Activities, value chain and other business relationships	Please refer to report section "Improve Human Health" on page 10. Please refer to Zai Lab's 2023 Annual Report on Form 10-K.
2-7	Employees	Total workforce: 2,100 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 Corporate 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 the report section "Our Trust for Life Report" on page 3 and report section "Act Right Now" on page 30. 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 report section "Our Trust for Life Report" on page 3.
2-14	Role of the highest governance body in sustainability reporting	Please refer to the report section "Our Trust for Life Report" on page 3 and report section "Act Right Now" on page 30.
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.
2-17	Collective knowledge of the highest governance body	Please refer to report section "Act Right Now" on page 30.

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
2-18	Evaluation of the performance of the highest governance body	Please refer to Zai Lab's Corporate Governance Guidelines.
2-19	Remuneration policies	Please refer to Zai Lab's Corporate Governance Guidelines. Please refer to Zai Lab's Charter of Compensation Committee.
2-20	Process to determine remuneration	Please refer to Zai Lab's Corporate Governance Guidelines. Please refer to Zai Lab's Charter of Compensation Committee.
2-22	Statement on sustainable development strategy	Please refer to report section "Message from the CEO" on page 4 and "Our Approach: Trust for Life" on page 8.
2-23	Policy commitments	Please refer to report section "Our Approach: Trust for Life" on page 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 report section "Our Approach: Trust for Life" on page 8 and report section "Act Right Now" on page 30. 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.
2-29	Approach to stakeholder engagement	Please refer to report section "Our Materiality Matrix" on page 7.
GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	Please refer to report section "Our Materiality Matrix" on page 7.
3-2	List of material topics	Please refer to report section "Our Materiality Matrix" on page 7.
3-3	Management of material topics	Please refer to report section "Our Materiality Matrix" on page 7.
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	Please refer to Zai Lab's 2023 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	Please refer to report section "Create Better Outcomes" on page 18.
201-3	Defined benefit plan obligations and other retirement plans	Please refer to Zai Lab's 2023 Annual Report on Form 10-K
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	Please refer to Zai Lab's Code of Business Conduct and Ethics.

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
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 2016		
302-1	Energy consumption within the organization	Total Electricity Consumption: 6,643,971.28 kWh Total Natural Gas Consumption: 0 kWh (we received no reported natural gas consumption in 2023.) Total Diesel Consumption: 59.13 gallons Total Gasoline Consumption: 1,589.60 gallons (85,149 km driven)
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: 3,358.26 kWh/person (including remote employees.)
GRI 303: WATER AND EFFLUENTS 2018		
303-5	Water consumption	**Water consumption in 2023**: Shanghai facilities - 2,208 tons Beijing facilities - 283 tons Guangzhou facilities - 45 tons Total - 2,536 tons
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Please refer to report section "Create Better Outcomes – Planet Positive" on page 28.
305-2	Energy indirect (Scope 2) GHG emissions	Please refer to report section "Create Better Outcomes – Planet Positive" on page 28.
305-3	Other indirect (Scope 3) GHG emissions	Please refer to report section "Create Better Outcomes – Planet Positive" on page 28.

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
305-4	GHG emissions intensity	Please refer to report section "Create Better Outcomes – Planet Positive" on page 28.
305-5	Reduction of GHG emissions	Please refer to report section "Create Better Outcomes – Planet Positive" on page 28.
GRI 306: WASTE 2020		
306-3	Waste generated	**Zai Lab (Shanghai) Co., Ltd.** Total: 6.61t Intensity is N/A as there is no production at this facility **Suzhou OSD Plant** Total: 45.9257t Intensity = 0.0001275(t/Box) (Production: 36,0240 boxes) **Suzhou Biological Plant** Total: 148.1365t Intensity = 0.043(t/vial) (Production: 3,445 vials (Does not include mock canning) Please refer to HKEx Disclosures KPI A1.3 on page 42.
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
308-1	New suppliers that were screened using environmental criteria	Please refer to report section "Act Right Now - Transparency" on page 35.
308-2	Negative environmental impacts in the supply chain and actions taken	In 2023, Zai Lab sent a sustainability and responsible sourcing maturity questionnaire to its top Tier 1 suppliers and performed due diligence on preferred suppliers to identify and begin managing risks, as well as manage expectations for supplier performance. Please refer to report section "Act Right Now - Transparency" on page 35.
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	Zai Lab does not share our turnover rate externally. We have internal procedures in place to track and monitor employee retention by gender, geography, age, business function, and role, and address any matters as necessary.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Please refer to report section "Create Better Outcomes" on page 18.
401-3	Parental Leave	Please refer to report section "Create Better Outcomes" on page 18.

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GRI Indicator	Disclosure Title	Reference
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	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. 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 Global EHS Policy.
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 2023 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.
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	The number and rate of fatalities as a result of work-related injury: 0 fatalities Rate: 0.0 The number and rate of high-consequence work-related injuries (excluding fatalities): 0 high-consequence work-related injuries Rate: 0.0 The number and rate of recordable work-related injuries: 2 recordable work-related injuries Lost Time Injury Frequency Rate: 0.56 The main types of work-related injury: Leg struck by door, finger pinch in equipment. The number of hours worked: 3,571,240 Zai Lab conducts risk assessments and inspections to determine potential workplace hazards.

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GRI Indicator	Disclosure Title	Reference
403-10	Work-related ill health	The number of fatalities as a result of work-related ill health: 0 The number of cases of recordable work-related ill health: 0 The main types of work-related ill health: None Zai Lab conducts risk assessments and inspections to determine potential workplace hazards. There were no cases of ill health during the reporting period. All employees have been included in this disclosure; we do not track this information for contractors. Zai Lab utilizes applicable legal requirements for each site to determine injury and illness investigation and reporting processes.
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	**By gender:** • Female: 35.27 hours • Male: 38.79 hours **By management level:** • Individual Contributor: 34.64 hours • First Line Manager: 46.86 hours • Manager of managers: 32.98 hours
404-2	Programs for upgrading employee skills and transition assistance programs	Please refer to Zai Lab's Workforce Engagement & Development Position Statement.
404-3	Percentage of employees receiving regular performance and career development reviews	Female: 59% Male: 41% 100% full time employees participated in performance reviews in 2023.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
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 2023 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.
408: CHILD LABOR 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Please refer to Zai Lab's Supplier Code of Conduct.

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GRI Indicator	Disclosure Title	Reference
409: FORCED OR COMPULSORY LABOR 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Please refer to Zai Lab's Supplier Code of Conduct.
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Please refer to report section "Create Better Outcomes" on page 18. 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 report section "Create Better Outcomes" page 18.
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	We built out our supplier management program, which included 27 of our Tier 1 suppliers. We integrated ESG questions into our procurement platform and scored new and existing suppliers on their ESG performance. Additionally, we requested that our top 20 Tier 1 suppliers sign our supplier code of conduct. We also engaged our Top 40 Tier 1 suppliers via a Supplier Self-Assessment Questionnaire for our human rights assessment. The SAQ included questions about key human rights topic areas and requested suppliers to validate their responses by providing associated documentation. Please refer to report section "Act Right Now - Transparency" on page 34.
414-2	Negative social impacts in the supply chain and actions taken	Zai Lab has undergone a high-level supply chain risk assessment to identify the most pressing risks withing our top Tier 1 suppliers. The assessment allowed us to understand and develop mitigation efforts through our supplier engagement program. Please refer to report section "Act Right Now - Transparency" page 34.
GRI 417: MARKETING AND LABELLING 2016		
417-1	Requirements for product and service information and labeling	Please refer to Zai Lab's Code of Business Conduct and Ethics.
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There was one complaint in 2023. However, no "customer privacy" data was breached; no patient information or clinical data was compromised; no clinical trials were disrupted; and the Company's operations continued to function throughout.

Forward-Looking Statements

This presentation 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. They 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 commercialize and generate revenue from our approved products successfully, (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 because 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.