

Zai Lab

Supplier Code of Conduct

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Introduction

Zai Lab was founded in 2014 with a mission to bring innovative medicines to people in need around the world. We initially focused on bringing first-in-class and best-in-class therapies to China, which has a large, rapidly aging, and underserved patient population with serious unmet medical needs. We are now building a pipeline of products with global rights to serve patients worldwide. Zai Lab understands that to achieve our ambitious mission, we must integrate environmental protection, social responsibility, and governance practices into our business.

Our approach and commitments are set out in our Code of Business Conduct and Ethics.

We believe that collaboration with our suppliers is a mutually beneficial and inclusive way to ensure responsible and sustainable business throughout our supply chain. We are committed to working with our suppliers on a journey of continuous improvement and strongly believe it can benefit us, our suppliers and all communities where we operate.

Our Supplier Code of Conduct ("Code") sets out Zai Lab principles and what we expect from our suppliers. The provisions as set forth in this Code provide the basic requirements expected of our suppliers. Zai Lab expects suppliers to strive to exceed both international and industry best practices. We expect that our suppliers encourage and work with their own suppliers and subcontractors to ensure that they also strive to meet the principles of this Code.

This Code is provided to all suppliers prior to contracting. We expect suppliers to read the Code thoroughly and understand the intricacies as outlined. We have designed this to help suppliers navigate through difficult situations they may face working with Zai Lab.

Our intention is that suppliers will acknowledge this Code, and promptly and collaboratively work with us to identify risks, areas of improvement, and follow up on agreed actions. We will also use appropriate due diligence to verify that our suppliers are following these principles.

Contacts

Please direct questions about this Code to your Zai Lab point of contact.

To report any known or suspected violations of law, regulation, policy or other potential misconduct, please contact the Zai Ethics Hotline:

Phone: 855-229-9304 (US) or 400-999-4530 (China)

Website: www.zailab.ethicspoint.com

Ethics

Anti-Bribery and Corruption

Suppliers must follow all applicable global anti-bribery and anti-corruption laws and not engage in or promote any conduct that involves -- or gives the appearance of -- offering, giving, soliciting, or receiving any kickback or bribe. We ask that suppliers ensure that all their third parties undergo appropriate due diligence evaluation before they enter into a business relationship.

Antitrust Fair Competition

Suppliers should conduct all business in a way that reflects our commitment to antitrust and fair competition. Some common actions that always would violate fair competition and trade include price fixing (agreements among competitors to raise, fix, or maintain a price), bid rigging (coordination with competitors on who will win a bid), and market allocation (when competitors allocate customers, products, or territories). As we promote open and fair markets along with free competition and trade, tour suppliers should follow all applicable fair competition and antitrust laws. Suppliers with Zai-related questions or concerns related to trade conditions or unfair business practices, are encouraged to contact your Zai Lab point of contact.

Trade Compliance

We require that our suppliers to comply with all applicable global trade laws. Global trade laws include import and export control laws as well as economic sanctions. Suppliers must proactively check prior to conducting business for compliance with national and international trade regulations and customs. Suppliers unsure or concerned about the implications of a global trade law, should seek legal advice.

Animal Welfare

Zai Lab is committed to the humane and responsible treatment of all animals used in the development of its products. We expect suppliers to conduct research consistent with practices defined by the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) standards, The Guide For Care And Use Of Laboratory Animals (8th ed.), and federal regulations as stipulated by the Animal Welfare Act. Suppliers should ensure that all animals used in all Zai Lab studies receive humane treatment and care that is in accordance with the particular needs of the given species and that they are permitted to live as naturally as possible (e.g., group housing, environmental enrichment)

Ethics in Research and Development

Zai Lab maintains the highest ethical, scientific, and medical standards in research activities. Suppliers are expected to uphold this commitment and must follow all applicable laws, regulations, and principles for protecting patients who participate in clinical trials and animals used in research as well as follow and review all approval procedures before initiating any type of research. Certain countries have strict human genetic research laws regarding the sharing of human genetic research and suppliers are expected to obey all applicable scientific, patent, regulatory and privacy laws, regulations and Zai Lab policies where we conduct research. When

conducting research, our suppliers must obtain appropriate consent from subjects, protect patient privacy and confidentiality and ensure clinical trials and results are publicly disclosed as required. Suppliers must not participate in research misconduct of any kind, such as falsification or changing data or results.

Suppliers must conduct all pre-clinical and clinical research in compliance with applicable international standards (e.g., the International Conference on Harmonization, Good Laboratory Practices, Good Clinical Practices and Good Manufacturing Practices) and to follow all Institutional Review Board ("IRB") or other required research ethics protocols on human and animal research.

Data Privacy

Suppliers have the responsibility to protect all information such as information from, or about, employees, patients, patient caregivers, patient advocacy groups, healthcare providers, clinical trials, partners, or other sources. We expect suppliers to preserve and protect the confidentiality of all data entrusted to their care, such as patient medical histories, genetic status, immunization records, clinical trial information, and other similar sensitive information. Suppliers must comply with all applicable industry guidelines, ethical standards, regulations, and laws as we collect, use, store, disclose, and transfer data. For example, China's Regulation on Human Genetic Resources regulates the collection, storage, and sharing of human genetic resources, such as patient laboratory testing samples (e.g., blood, tissue) and data and information

Workforce

Zai Lab is committed to conducting our business in a manner that respects the rights and dignity of all people. We will strive to prevent, mitigate and remedy adverse human rights impacts throughout our workplace, business operations and in the communities in which we work. When it comes to Human Rights in our supply chain, we take inspiration from the UN Global Compact and the International Labor Organization (ILO) Standards.

Child Labor

Zai Lab expects its suppliers not to employ children below 14 years of age or, if higher than that age, the minimum age of employment permitted by the law of the country or countries where the work takes place, or the age of the end of compulsory schooling in that country or countries, whichever is higher.

We expect that young people under the age of 18, legally able to work, will not carry out any hazardous work (chemical handling, strenuous physical labor, etc.) or night shifts, and all applicable local laws are followed, including access to education, training, health checks and number of hours allowed to work, etc.

Freely Chosen Employment

Suppliers must not use forced, bonded, or indentured labor or involuntary prison labor. Suppliers must comply with all applicable anti-slavery and human trafficking laws.

We have a zero-tolerance approach to modern slavery. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We mandate the same zero tolerance of Modern Slavery from all of our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards and alert us of risks they have uncovered in their supply chains.

Fair Treatment

Suppliers shall provide a workplace free of harassment, harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.

Zai Lab is an equal opportunity employer. We expect our suppliers to ensure job applicants are judged based solely on their qualifications and skillsets. Our suppliers should ensure that everyone is treated equally and respected regardless of an individual's race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, disability, genetic information, or any other basis protected by applicable law in the countries where we operate, a policy that is documented in our Code of Business Conduct and Ethics. We do not tolerate unlawful discrimination.

Wages, Benefits and Working Hours

Zai Lab expects its suppliers to ensure the payment of wages in legal tender, at regular intervals no longer than one month, in full and directly to the workers concerned. Suppliers should keep an appropriate record of such payments. Deductions from wages are permitted only under conditions and to the extent prescribed by the applicable law, regulations or collective agreement, and suppliers should inform the workers concerned of such deductions at the time of each payment.

Product Safety

We expect our suppliers to ensure that patient health and safety are prioritized during all aspects of our drug discovery, development, manufacturing, and commercialization processes. Part of our product safety and quality process involves gathering information regarding adverse events and product quality complaints from our suppliers. We recognize that reporting adverse events or product quality complaints is not only required by law, it also is essential for HCPs being informed about the accurate efficacy and safety of our products.

Suppliers must:

- Understand Zai Lab procedures for reporting and handling adverse events and product quality complaints
- Learn to recognize adverse events and product quality complaints when you come across them
- Report any adverse events or product quality complaints within 24 hours of which you become aware to your Zai Lab point of contact.

Worker Protection

Zai Lab understands our responsibility for the occupational health and safety of our employees and our broader workforce. We encourage our suppliers to incorporate the following concepts from our Occupational Health and Safety (OHS) guidelines.

- Conduct OHS risk assessments to identify the hazards that can cause harm in the workplace.
- Prioritize actions to address identified risks.
- Integrate actions to prepare for and respond to emergency situations.
- Establish targets for injury and illness risk reduction.
- Evaluate progress in reducing injury and illness potential.
- Conduct internal inspections.
- Develop and implement procedures to investigate work-related injuries, ill health, diseases and incidents.
- Provide OHS training to employees and/or other relevant parties to raise awareness and reduce OHS incidents.
- Integrate OHS criteria in procurement and contractual requirements.

Environment

Zai Lab's mission to improve health and life worldwide includes an abiding commitment to the health of our planet. Zai Lab has established and maintains procedures to comply with environmental laws, regulations, standards, and other requirements in all countries where it has operations. As a rapidly expanding and growing organization, the company is putting into place standards, policies, and procedures to meet needed environmental goals and to protect against current and future environmental risks.

We expect our suppliers to conduct business in accordance with applicable local and national environmental laws. Where no local regulations exist, suppliers are expected to operate in a manner that does not pose risks to the environment.

Suppliers should also implement an appropriate environmental management system comparable with the requirements of ISO 14001 and are encouraged to gain third party certification of compliance.

Management Systems

Suppliers should have robust systems in place to ensure:

- Compliance with all applicable laws, regulations, and standards wherever the Supplier operates
- Communication of the principles set forth in this Code throughout their supply chain

We encourage our suppliers to reach out to your Zai Lab point of contact with any questions about this Code.