TRUST FOR LIFE

2024 REPORT

CONTENTS

Our Trust For Life Report

Four years into our Trust for Life program, Zai Lab Limited (Zai Lab) remains committed to the three pillars of our Trust for Life strategy: **Improve Human Health, Create Better Outcomes,** and **Act Right Now**. And, we are proud of our progress toward our core goals of reaching one million patients by 2030, maintaining leadership in gender representation and base pay equity, and implementing annual Enterprise Risk Management (ERM) risk mitigation plans for top-tier risks.

Zai Lab's 2024 Trust for Life Report (Trust Report) covers the global operations of Zai Lab and illustrates our achievements toward our commitments. We rely on the Global Reporting Initiative (GRI) Standards and the standards set by the Sustainability Accounting Standards Board (SASB). We report all data collection, measurement, and reporting activities to industry-leading raters and rankers, like the 2024 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).

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 our Investor Relations team.

Zai Lab Suzhou, China

Samantha Du

Founder, Chairperson, and Chief Executive Officer

Chief Executive Officer, Dr. Samantha Du:

Creating Better Outcomes to Improve Human Health

2024 was a pivotal year of focused execution and growth for Zai Lab. We remained focused on our Trust for Life commitments to improve human health, create better outcomes, and act right now. I'm proud to share our fourth annual Trust for Life report, which highlights the meaningful progress we are making toward our corporate sustainability goals.

Our mission is to improve human health, and we made significant steps in 2024 to deliver on this mission. This includes launching three new commercial products in mainland China and expanding and advancing our regional and global pipelines, which positions us well for several additional launches in the next few years. We will remain steadfast in our efforts to discover, develop, and commercialize innovative and potential best-in-class and first-in-class treatments to help patients in need as we continue on our path to reach one million patients by 2030.

Notably, VYVGART, for generalized myasthenia gravis (gMG), had an exceptional first full year on the market, quickly becoming one of the most successful immunology launches in China. In 2024, VYVGART reached an estimated 12,000 patients, reflecting strong demand, rapid physician adoption, and broad reimbursement access.

We also continued to develop our pipeline of innovative medicines. For our global pipeline, we presented compelling early clinical data for ZL-1310, our potential first- and best-in-class DLL3 antibody-drug conjugate (ADC) for small-cell lung cancer. We are rapidly advancing this program, which reinforces the strength of our scientific innovation and development capabilities. We also have plans to initiate clinical trials for ZL-1503, an internally discovered and developed IL-13/IL31R bispecific antibody for atopic dermatitis, and ZL-6201, a next-generation LRRC15 ADC for solid tumors. Furthermore, we expanded our innovative portfolio in China by leveraging strategic global partnerships and our R&D capabilities — most recently demonstrated by our collaboration with Vertex to develop and commercialize povetacicept, a potential first-in-class treatment for various autoimmune diseases.

Looking ahead, I am excited to continue working alongside our impressive global team, which encompasses a broad and diverse spectrum of expertise, skills, experience, and perspectives. I am also proud that Zai Lab continues to maintain leadership in gender representation, providing opportunities across all levels of employment, from STEM positions to managers to executives.

We are excited to seize the opportunities ahead of us and continue our focus on execution excellence and pioneering thinking. Together, our efforts will enable us to continue to build trust with our stakeholders and fuel our efforts to improve human health and create better outcomes.

Sincerely,

Samantha Du

Founder, Chairperson, and Chief Executive Officer

Josh Smiley
President and Chief Operating Officer

President and Chief Operating Officer, Josh Smiley:

Acting Right Now

Like Samantha, I'm excited to share our progress with respect to our 2024 Trust for Life commitments and goals. My key area of focus in 2024 was taking steps to further enhance our operational efficiency and prioritize product candidates and activities that will allow us to responsibly maximize our impact. These efforts allowed us to advance along all three of our corporate sustainability commitments and further build trust with our employees, communities, suppliers and other partners, and, ultimately, our patients.

We remain focused on building and maintaining a strong and engaged workforce by reinforcing our shared values — entrepreneurship, innovation, patient first mindset, collaboration, dedication, and integrity — through a multi-channel communication ecosystem that encourages transparency and dialogue, while promoting our shared mission.

As Zai Lab continues to develop and mature, we will continue to maintain strong corporate governance practices as we remain mindful of how we manage our material business risks. For example, Zai Lab holds our employees to high standards, and we have robust policies and training and development programs in place to promote compliance with applicable laws and regulations. We will also continue to monitor and responsibly manage our environmental impact so we can do our part to protect our planet.

As we look ahead, this year is set to be a transformational year for Zai Lab, the beginning of two waves of growth that will put us into a period of long-term growth well into the future. This will allow us to meaningfully broaden our efforts on creating better outcomes for people, communities, and the planet, and to act right now by building out on what matters most, addressing significant unmet medical needs around the world. I hope you find this Trust for Life Report informative and motivating.

Regards,

Josh Smiley
President and Chief Operating Officer

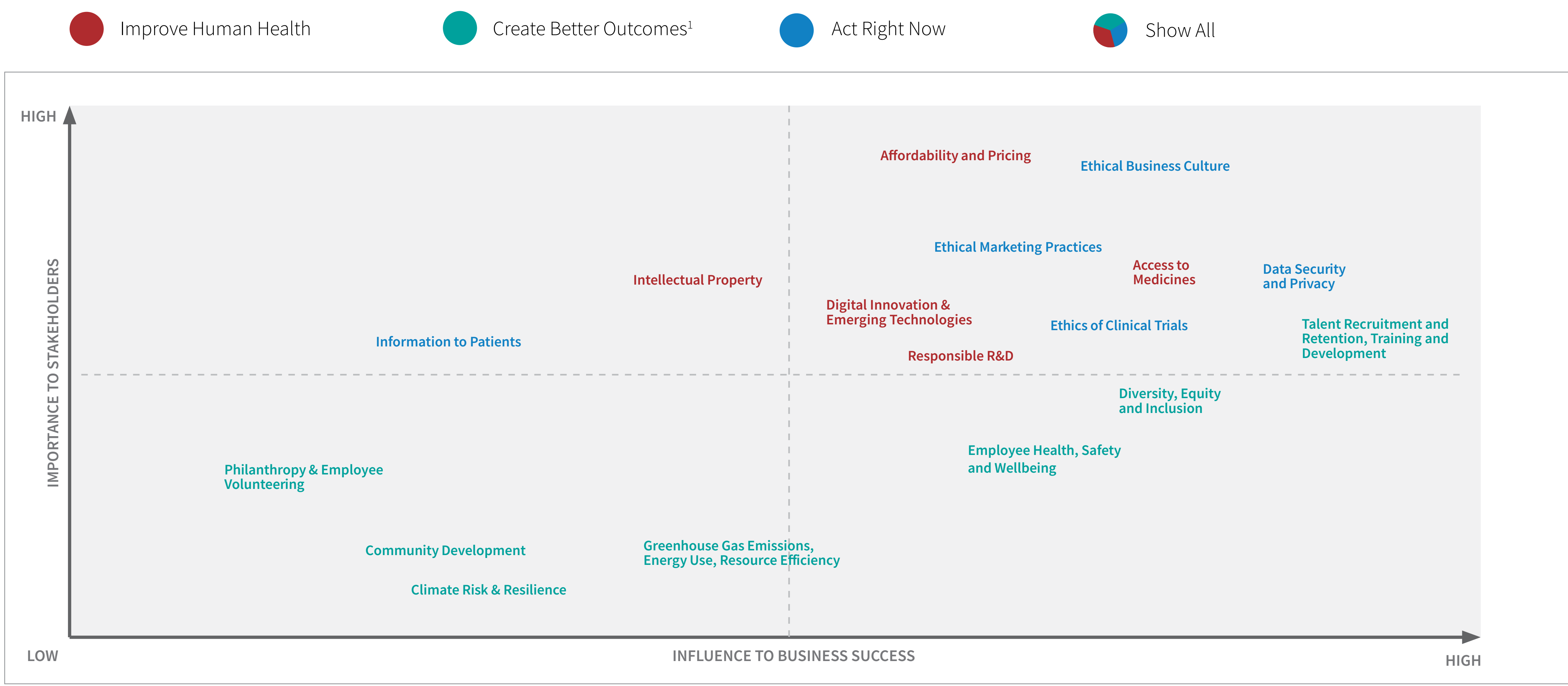
About Zai Lab

Our mission is to become a leading global biopharma that delivers innovative treatments to patients.

Founded in 2014, Zai Lab is a patient-focused, innovative, commercial-stage global biotech company with operations in mainland China, Hong Kong, Taiwan, and Macau (collectively, Greater China) and the United States. We are focused on discovering, developing, and commercializing products that can address significant unmet needs in the areas of oncology, immunology, neuroscience, and infectious disease. Learn more about Our Mission and What We Do on our webpage.

Our Materiality Matrix

In 2022, Zai Lab underwent an expansive sustainability materiality assessment, with support from a third-party organization, resulting in the Zai Lab materiality report. This report guided us in developing our strategy — Trust for Life. As we have matured, we have integrated our risk assessment to include a broader risk universe. The matrix below illustrates our areas of focus within each commitment in our Trust for Life strategy. If you would like to learn more about our strategy, please contact our Investor Relations team.



Reach **ONE MILLION** patients by 2030.

TRUST FOR LIFE

Improve Human Health

3 GOOD HEALTH AND WELL-BEING

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

Target: Reach one million patients by 2030

Create Better Outcomes

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
13 CLIMATE ACTION
17 PARTNERSHIPS FOR THE GOALS

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.

Act Right Now

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.

Trust for Life: Our Approach

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

Through Trust for Life, we demonstrate our responsibility to our patients, employees, partners, and stakeholders through our goals and achievements. 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. Our Trust for Life focus is reflected in our Position Statements.

The following three Trust for Life commitments help us advance to our core corporate sustainability goals of reaching one million patients by 2030, maintaining leadership in employee gender representation and base pay equity, and implementing annual Enterprise Risk Management (ERM) risk mitigation plans for top-tier risks. Each commitment carries three targets, which is how we measure 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 listings
- Establishing listings in China's National Reimbursement Drug List (NRDL) and expanding coverage in Supplemental Insurance Plans (SIP) to reduce cost for patients

2024 Patient Access

49,350 patients were reached in 2024[1]

1,922 new patients participated in Patient Access Programs in 2024[2]

2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
1,000	**4,200**	**15,000**	**36,000**[3]	**57,000**[4]	**93,544**	**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, which was previously forecasted data.
[4] Rounded to nearest thousandth.

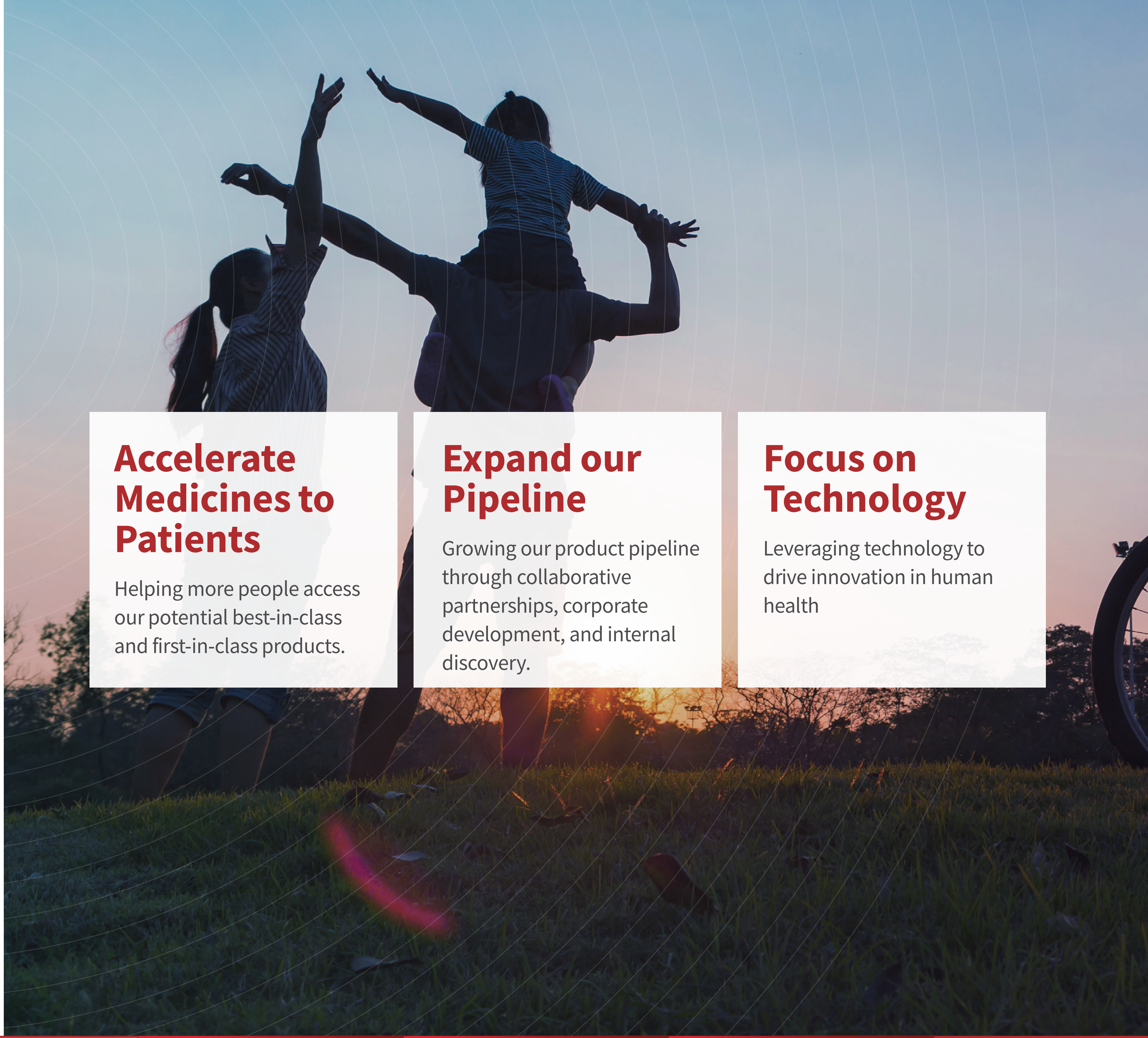
Improve Human Health

Meeting significant unmet medical needs of patients

Goal

We are committed to reaching more than one million 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 an impressive first full year for VYVGART, 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 continue working to expand and advance our pipeline and prepare for additional launches that will allow us to further reach patients in need.”
>
> – **Josh Smiley,** President & Chief Operating Officer



Accelerate Medicines to Patients

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

Expand our Pipeline

Growing our product pipeline through collaborative partnerships, corporate development, and internal discovery.

Focus on Technology

Leveraging technology to drive innovation in human health

Improve Human Health

Accelerate Medicines to Patients

Expanding Commercial Portfolio Provides Wider Accessibility

We expanded our portfolio of commercial products to eight. These products launched commercially with fundamental support from Zai Lab's research, development, and licensing expertise.

Zejula	NRDL Included SIP Included PAP Included
VYVGART	NRDL Included SIP Included PAP Included
VYVGART® Hytrulo	SIP Included PAP Included
NUZYRA™	NRDL Included SIP Included PAP Included
OPTUNE™	SIP Included PAP Included
QINLOCK	NRDL Included PAP Included
XACDURO®	Commercially available
AUGTYRO™	NRDL Included PAP Included

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

Improve Human Health

Accelerate Medicines to Patients

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

3 GOOD HEALTH AND WELL-BEING
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
17 PARTNERSHIPS FOR THE GOALS

Goal

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

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), SIP and being listed on the 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 eight products in China, our reach has been amplified. These products are designed to meet significant unmet patient needs across oncology, immunology, neuroscience, and infectious disease.

Five of Zai Lab's commercially available products are listed in the NRDL in China — ZEJULA®, QINLOCK®, NUZYRA®, VYVGART®, and AUGTYRO™. While treatments like OPTUNE® are not eligible for NRDL inclusion, we have increased patient access through SIP or national and regional listings that offer SIP or supplementary funding sources for non-NRDL treatments.

Achievement

We launched three new commercial products in mainland China.

Our commercial portfolio has grown from five to eight potential BIC and FIC products, with the addition of VYVGART Hytrulo, the subcutaneous formulation of efgartigimod, for gMG and CIDP, and XACDURO® for HABP and VABP, and AUGTYRO® for ROS1+ NSCLC. With these three new products, we expand treatment options for patients and support growth opportunities for our product candidates.

Achievement

In 2024, we donated more than RMB 5.355M (operations only), and $20k USD in-kind products through PAPs to support local communities who have patients in need. We reached 1,922 in-need patients, with 7,987 cumulative patients accessing our products.

Through our donations to PAPs in China, we've helped thousands of patients in local communities. In 2024, we assisted PAPs in reaching 652 ZEJULA patients, 41 QINLOCK patients, and 1,229 OPTUNE patients. We donated the following supplies to various PAPs in 2024: 1,212 QINLOCK bottles, 12,286 ZEJULA boxes, and 4,485 OPTUNE array sets.

Improve Human Health

3 GOOD HEALTH AND WELL-BEING
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION

Expand Our Pipeline

Growing our product pipeline through collaborative partnerships, corporate development, and internal discovery.

Goal

By 2030, we commit to reaching one million patients by progressing our drug candidates through internal development and external collaborative partnerships.

Our portfolio has grown more robust in 2024. In addition to significant progress on our internally developed assets, we also continue to grow our product portfolio and pipeline through our R&D and discovery collaborations. By amplifying our thriving portfolio and bolstering our shared medical initiatives through partnerships, we aim to build a stronger pipeline to market.

Goal

By 2028, we will have ~15 launched products to improve human health.

Zai Lab is on a path of growth. Several potential BIC and FIC treatments are in regulated and compliant clinical studies, reflecting our dedication to innovation. To help advance our pipeline, we collaborate with partners throughout the R&D process from discovery, to development to commercialization activities.

With the success of VYVGART and the launches of VYVGART Hytrulo, AUGTYRO, and XACDURO, we are prepared for more near-term expanded product successes. By 2028, we expect to have ~15 commercially available products.

As we advance product candidates from R&D to commercialization, we remain committed to expanding our pipeline of potential BIC or FIC products through synergistic regional and global collaborations and corporate development activities. While doing so, we take product innovation and safety seriously and are committed to adhering to applicable regulations, guidelines, and standard processes to help keep patients safe in all stages of drug development.

Achievement

In 2024, we gained a better understanding of patients in key disease areas through numerous clinical trials and pre-clinical studies for our product candidates.

We strive to be an industry leader. As we pursue this goal, we seek to remain competitive in all areas of our business to offer BIC- and FIC-level medicines to patients in need. In 2024, a few important product candidates passed through pre-clinical trials and entered clinical trials. For example, ZL-1310 is advancing to the clinical trial stage. This product is a potential global FIC/BIC ADC that targets Delta-like ligand with compelling efficacy and safety data.

Importantly, Zai Lab has plans to launch three additional potential blockbuster products in China in the next two years. These potential blockbuster products include Bemarituzumab (with FIC FGFR2b-targeted therapy for gastric cancers), Cobenfy (FDA approved; first new MoA in decades for schizophrenia), and TTFields (for 1L pancreatic cancer; to join approved indications for glioblastoma multiforme and malignant pleural mesothelioma). Learn more about our product pipeline and our ongoing clinical trials.

Improve Human Health

Focus on Technology

Leveraging technology to drive innovation in human health.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

Goal

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

We've moved forward in our key capabilities of drug discovery, operations, development, and commercialization through cutting-edge technologies. We continue to utilize educational and data repositories that are instrumental in streamlining our internal processes and encouraging productivity. This allows us to focus our attention where it matters to increase the speed at which we can do drug discovery, operations, development, and commercialization.

Using innovative technology enhances our capabilities and efficiency and lets us be more effective and improve standard operating procedures (SOPs) throughout our operations. Our integration of supporting technologies across our work processes and systems fuels continued pipeline progress. Some examples of technologies that we use in our day-to-day operations include:

- **Regulatory Information Management (RIM) systems** assist our Trial Master File (TMF) documents in meeting regulations for successful and safe clinical trials for our Quality Control Teams
- **Document Management System (DMS)**, a digital system that improves work efficiency and compliance
- **Trackwise**, an advanced technology that helps us better manage customer complaints
- **Skillsoft**, a critical component of our learning and development approach, with an online platform that includes thousands of learning resources, videos, and books and is continually available to employees. Learn more in Communities
- **Cornerstone**, an online training platform that allows employees at Zai Lab to download training materials and learn at their own pace

Read more about our cybersecurity risk management in What Matters Most.

Create Better Outcomes

Through Gender Equity

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

52% of our management positions in revenue-generating functions are held by women[6]

59% of Zai Lab workforce are self identified as women.[5]

58% of our STEM-related management positions are held by women[7]

53% of all our management positions (including junior, middle, and senior management) are held by women.[8]

[5] Includes every Zai Lab employee.

[6] Includes all management positions, including junior, middle, and senior management.

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

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

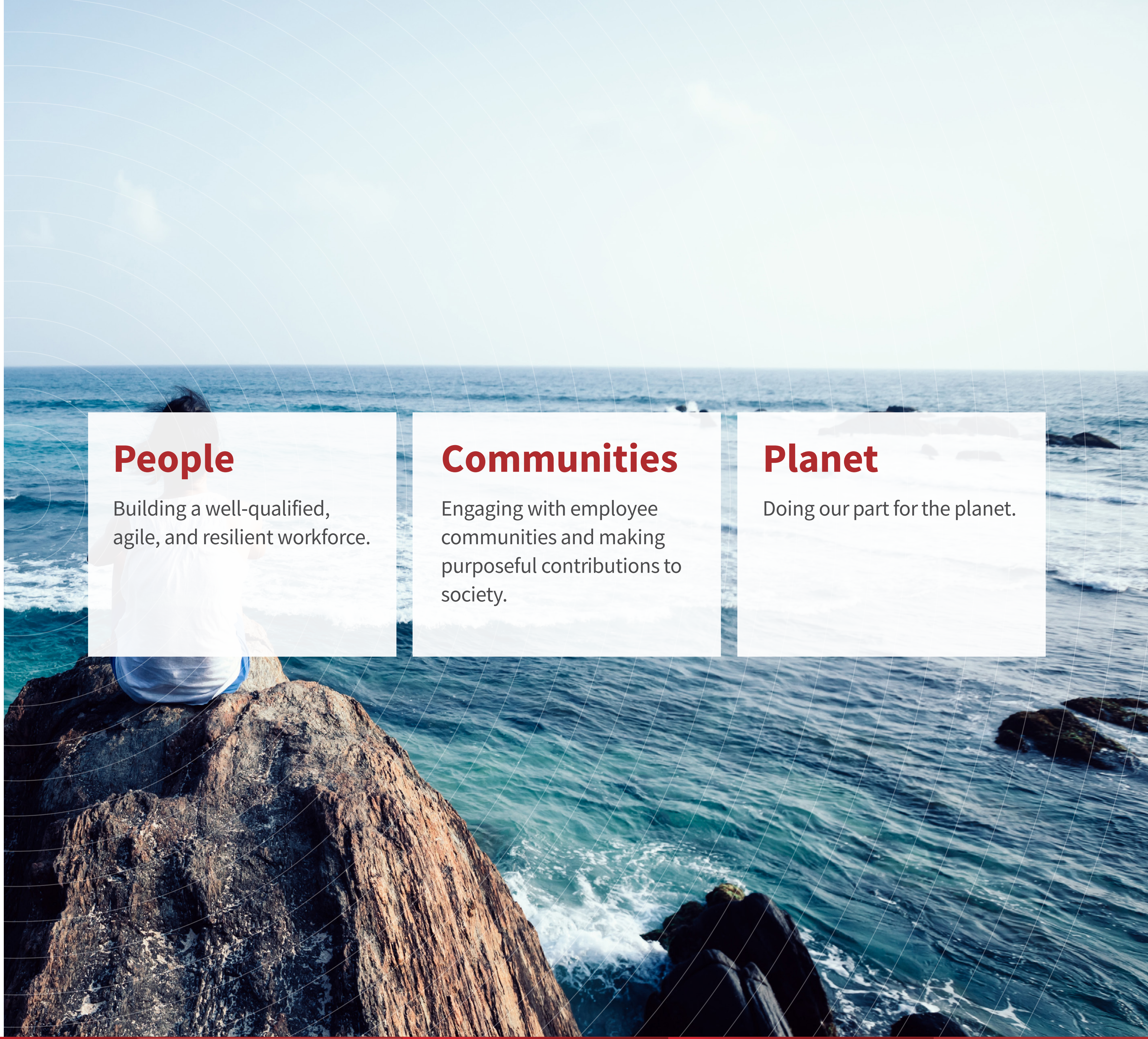
Create Better Outcomes

Leveraging our workforce and significant operations.

Goal

We are committed to maintaining leadership in gender representation and base pay equity through 2030. From our perspective, the respectful and safe work culture established by Zai Lab leadership and the Zai Spirit of our employees strengthens our work environment and enriches our culture.

> "It continues to be satisfying to watch our progress and growth as we create 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 now."
>
> **Yajing Chen,** Chief Financial Officer



People

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

Communities

Engaging with employee communities and making purposeful contributions to society.

Planet

Doing our part for the planet.

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.

Create Better Outcomes

People

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

Goal

We remain committed to gender equity across our organization.

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

Goal

We commit to continue to drive our core values through Zai Lab Spirit Awards and Zai Lab Spirit Pioneers.

We take the opportunity to encourage and promote our shared values in our global workplace through our Zai Lab Spirit Awards, which recognize employees who practice our values above and beyond in their daily teams. Zai Lab Spirit Pioneers embody one of the following six values: entrepreneurship, innovation, patient-first, collaboration, dedication, and integrity. From our perspective, the purposeful corporate culture established by Zai Lab leadership and employees strengthens our work environment.

Achievement

In 2024, we offered our employees comprehensive benefits plan options.

In 2024, we made strides in expanding our total rewards program, which is offered to all employees in reward for their hard work.

For our China-based employees, we work within governmental regulations to offer auxiliary benefits, including statutory social benefits, risk insurance, healthcare, an annual medical check-up, and paid time off. 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 in China covers both employees and their family members. We offer our Chinese employees annual medical check-ups. And we offer the family members of those with a selection of medical check-up plans.

For our U.S.-based, full-time employees, as well as their spouses and dependents, we provide a benefits package that includes 95% premium sponsorship by Zai Lab.

Our U.S. benefits package includes:

- Full medical coverage (with dental and vision coverage)
- Financial benefits (including 401(k) contributions)
- Paid time off (vacation, sick, jury duty, and bereavement leave)
- 10 paid holidays, along with two floating holidays
- Parental/family/military leave
- Travel Assistance/Accident
- Volunteer day (one day of paid time off that is dedicated to volunteer work). Find out more in Communities.

Create Better Outcomes

People

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

Achievement

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

In 2024, we increased our Learning and Development platform to include more than 80 new programs and training sessions. 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 strengthening compliance measures. Our culture of learning L&D model covers five areas of focus, including:

1. **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.
2. **Leadership Acceleration:** This focus area provides specialized leadership training for management.
3. **Professional Capability-Enabled Development:** This focus area includes education on progressional capabilities that can lead to better performance and higher quality work.
4. **Manager Transition:** This focus area supports newly hired and newly promoted managers and equips them with leadership development skills.
5. **Learning Engagement:** This focus area is available for all employees and covers developments, such as market trend and regulatory updates.

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 newest training and development courses in 2024 include new learning modules for New Employees, Performance Management, Leadership Competency, Professional Capability, Manager Transition, Learning Engagement, and Leadership Acceleration.

Achievement

We launched a new leadership initiative - the Front-Line Leader Development Program.

This program aims to equip front-line leaders with the essential skills and mindset required to lead high-performing teams and cultivate productive work environments. In 2024, 41 selected employees participated in this program.

Create Better Outcomes

People

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

Achievement

We continue to progress the Zai Lab culture committees, dedicated to engaging employee groups and curating programming that fosters the Zai Spirit.

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 includes the Women's Leadership Committee and China Culture Committee. These committees offer virtual opportunities for all employees to connect through events, like the Zai Lab Spirit Awards, Zai Lab Read Month, breast cancer awareness month, and even yoga classes.

Achievement

In 2024, we continued to foster a culture of responsibility and entrepreneurship into the Zai Spirit, for a stronger, more engaging workplace.

In building bonds of community into our work culture, we participated in activities and events that are meaningful for our employees. Along with the Zai Spirit Awards, which we celebrate quarterly, we celebrate the full spectrum of people who work at Zai Lab. Here are just a few ways Zai Lab engaged with communities to promote a stronger sense of community within our workforce in 2024:

- The Women 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. Additionally, we celebrated International Day of Women and Girls on social media
- For the third year, Zai Lab employees participated in a local Dragon Boat Race to promote traditional Chinese culture in the community
- We held our third-annual Zai Lab Read Month to advocate for and encourage lifelong learning

Create Better Outcomes

Communities

CASE STUDY:

Supporting the Patient Community Through Our Third Annual Global Walk for generalized Myasthenia Gravis (gMG)

In September 2024, we held our third annual Global Walk for Generalized Myasthenia Gravis (gMG), a long-term neuromuscular disease that includes degrees of skeletal muscle weakness. This walk continues to raise awareness for this auto-immune disease and demonstrate our care, solidarity, and support for the patient community.

With this annual walk, the Zai Lab team raised awareness about gMG. Zai Lab employees and partners participated in a half-day, in-person activity in like Hong Kong, Shanghai, Beijing, Taiwan, Guangzhou, Suzhou, and in the U.S., in Boston, South San Francisco, and San Diego. Around 400 Zai Lab employees walked a mile in support of gMG patients. And nearly 1,500 people supported from around the world. Many employees reported how much fun they had participating and how much delivering a treatment to gMG patients meant to them.

In addition to Zai Lab raising and allocating funds for the Myasthenia Gravis Foundation, we donated RMB 20k to the Aili MG Caring Centre on behalf of employees.

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

As we continue to grow employee awareness and add to the structure of our volunteer program, we provide every employee with eight hours of paid work time each year to volunteer for the charity of their choice. Globally, we work to engage our employees' volunteer spirit through collaborative partnerships that align with what matters most to our business. For this reason, we curate volunteer opportunities for our employees with a focus on equity and STEM-related areas.

In 2024, two non-profits in particular benefited from Zai Lab employee volunteer work; the China Illness Challenge Foundation and the Myasthenia Gravis Foundation of America. Read more about our work with gMG in our case study.

Achievement

In 2024, we nurtured employee engagement through local communities, encouraging inclusive connection around the world.

Our workforce continued to take advantage of our volunteer day benefit (see People section) and carried on the tradition of virtual volunteer work in 2024, dedicating more than 8,000 hours of their time and service to participate in online events to positively impact their chosen beneficiaries.

Achievement

In 2024, we matched employee donations and volunteer hours at employees' chosen not-for-profits and charities.

It can be challenging for employees to turn company values into everyday actions and behaviors. So, Zai Lab finds ways to reinforce our greatest strength and strongest value to our employees—Putting patients first.

We help our employees with the value of putting patients first by supporting the non-profits that our employees donate their time and money to that are important to Zai Lab. Our volunteer program benefits communities. We support the community-building efforts and pursuits of our employees for both donations and in recognition of time. 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. Additionally, we offer Dollars for Doers, where we contribute up to $10 for each hour an employee volunteers.

In 2024, Zai Lab donated RMB 20k for rare disease patients and donated $11.2M in-kind to support our local communities.

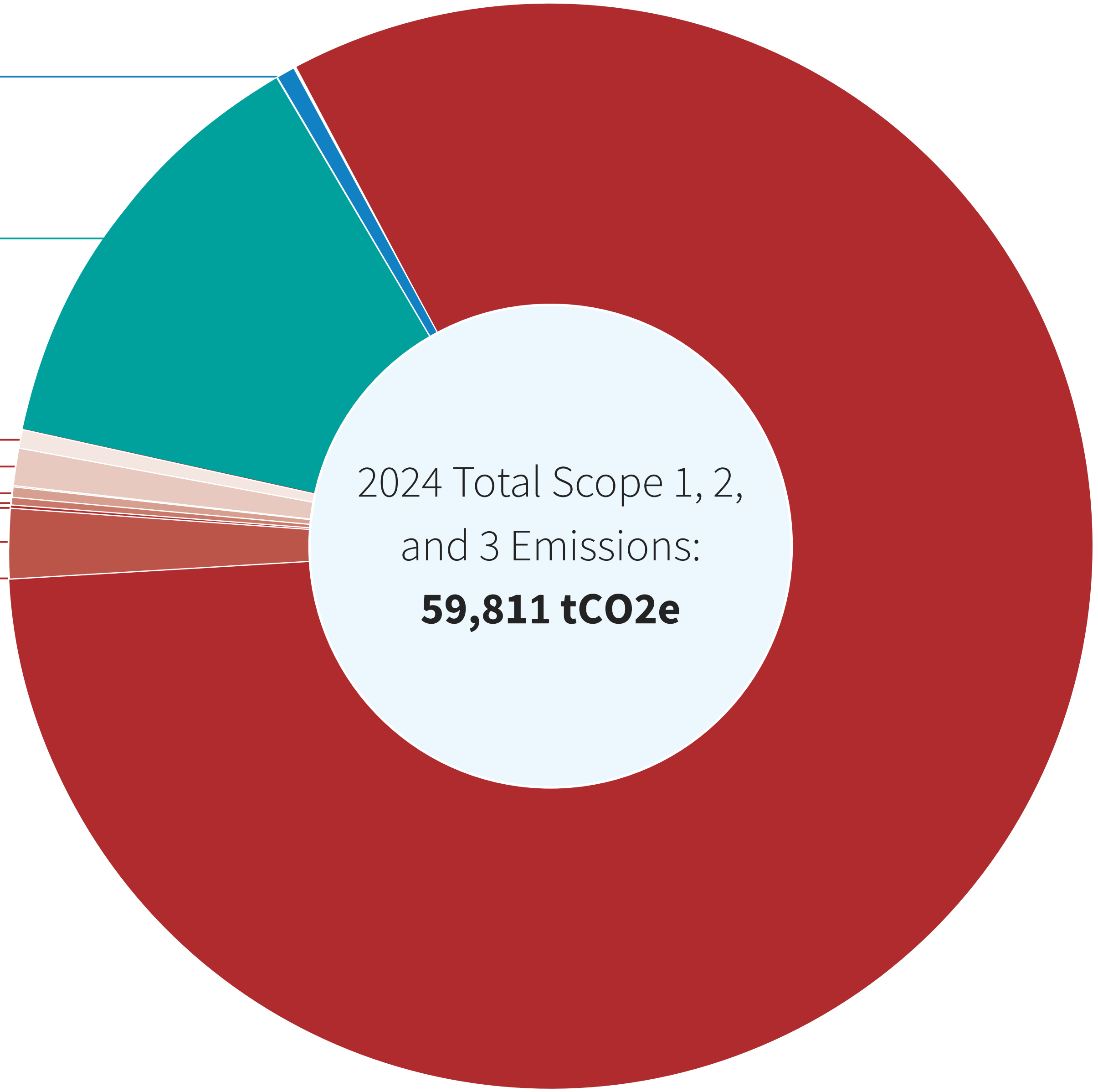
Create Better Outcomes

Planet

GHG Inventory Scope Analysis

Our 2024 GHG inventory was based on a thorough review of Zai Lab assets, facilities, and operations, following the GHG Protocol. We continue to review our performance over time.

Scope 1	**294**
Scope 2 (location-based)	**4,052**
Scope 3	**55,465**
Scope 3 Category 1: Purchased goods and services	52,633
Scope 3 Category 2: Capital goods	496
Scope 3 Category 3: Fuel and energy related activities	773
Scope 3 Category 4: Upstream transportation and distribution	292
Scope 3 Category 5: Waste generated in operations	2
Scope 3 Category 6: Business travel	174
Scope 3 Category 7: Employee commuting	1074
Scope 3 Category 12: End of life treatment of sold products	21
Total	**59,811 tCO2e**



Create Better Outcomes

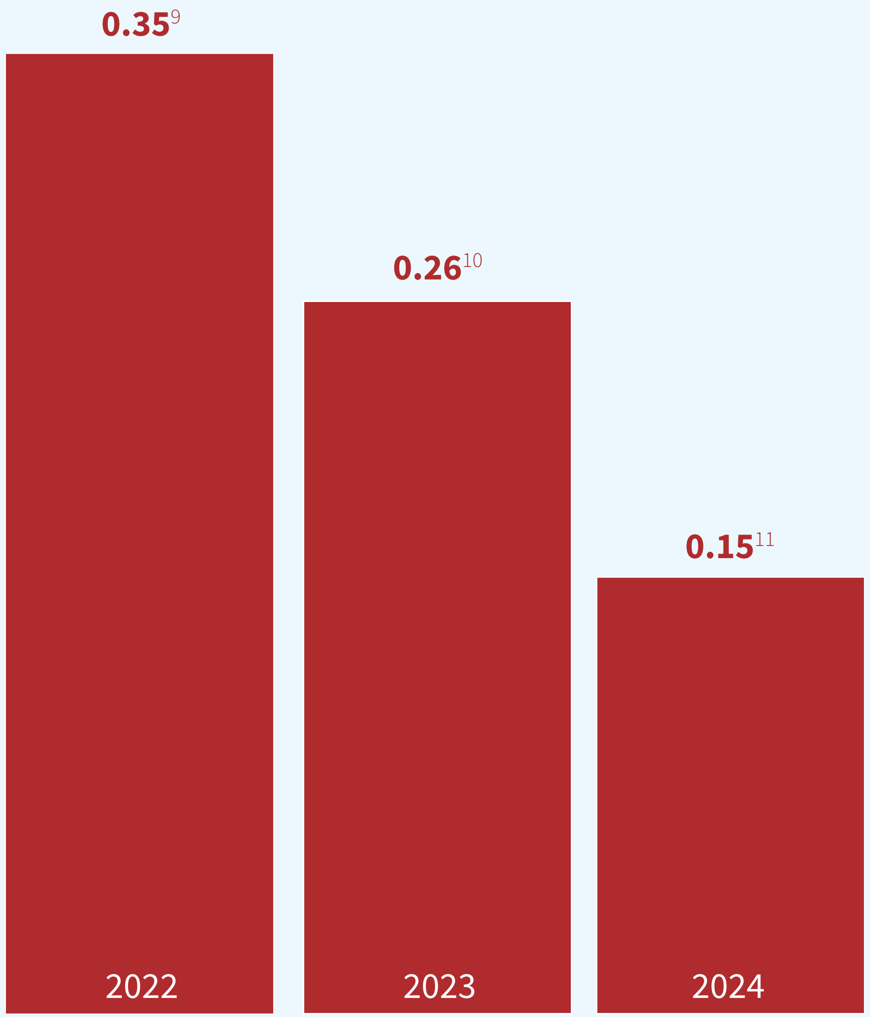
Planet

GHG Emissions by Revenue

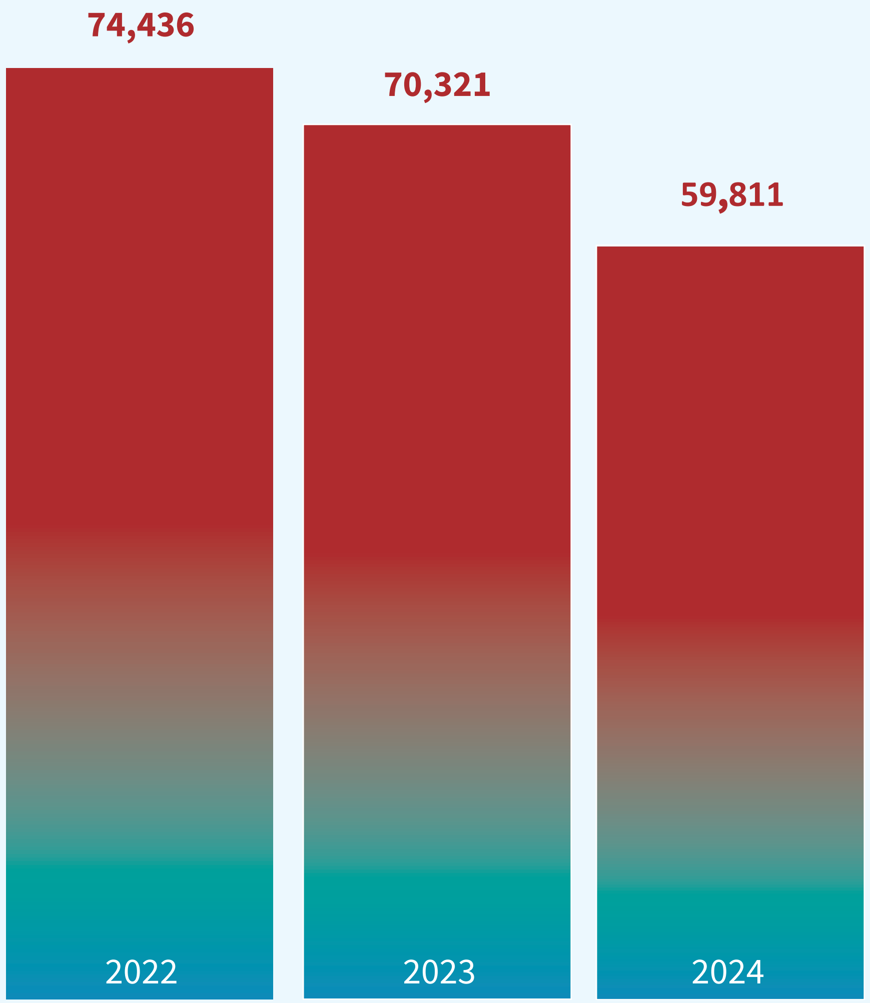
Over three years, there has been a year-over-year decrease in emissions per dollar of revenue. 2022 continues to serve as our GHG emission baseline allowing us to monitor our climate performance over time.

GHG Inventory

The 2022 and 2023 data serves as our GHG emissions baseline from which we manage our GHG reduction targets.



Emissions Per Dollar of Revenue (kg of CO2e)



Total Emissions

9 2022 revenue is $215MM (rounded to the nearest million).
10 2023 revenue is $267MM (rounded to the nearest million).
11 2024 revenue is $399MM (rounded to the nearest million).

Create Better Outcomes

Planet

Doing our part for the planet.

Goal

We will be responsible about environmental management.

We actively monitor our environmental impacts. Initiating yearly assessments helps us better understand and measure our carbon footprint so we can understand our environmental impact.

Although we do not make significant contributions to emissions/ waste and related risks are not material to our business or operations due to the nature of our business and the small scale of our operations, we will continue to monitor and responsibly manage our environmental impact.

3 GOOD HEALTH AND WELL-BEING

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Achievement

We are committed to monitoring and disclosing Scope 1 & 2 Greenhouse gas (GHG) emissions.

We are serious about the transparency of our Scope 1 & 2 GHGs emissions. Even though we do not make significant contribution to emissions or waste, and related risks are not material to our operations due to the nature of our business, we continue to monitor and responsibly manage our environmental impact.

Achievement

In 2024, 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 also focus on our energy consumption, water consumption, and waste management.

Act Right Now

Advancing Ethical Business Practices

How we conduct global business is steeped in compliance, integrity, and our Trust for Life values. We are committed to fostering a strong culture of business risk management and responsible enterprise operations.

Transparent Business Reporting

55 Hong Kong Stock Exchange Disclosures stated

9 corporate responsibility focus areas

23 SASB items reported

69 GRI indications recorded

Ethical Business Operations

Responsible Procurement

40 tier-one suppliers identified

1,568 total suppliers

Code of Business Conduct and Ethics

10 business position statements released

Supplier Code of Conduct

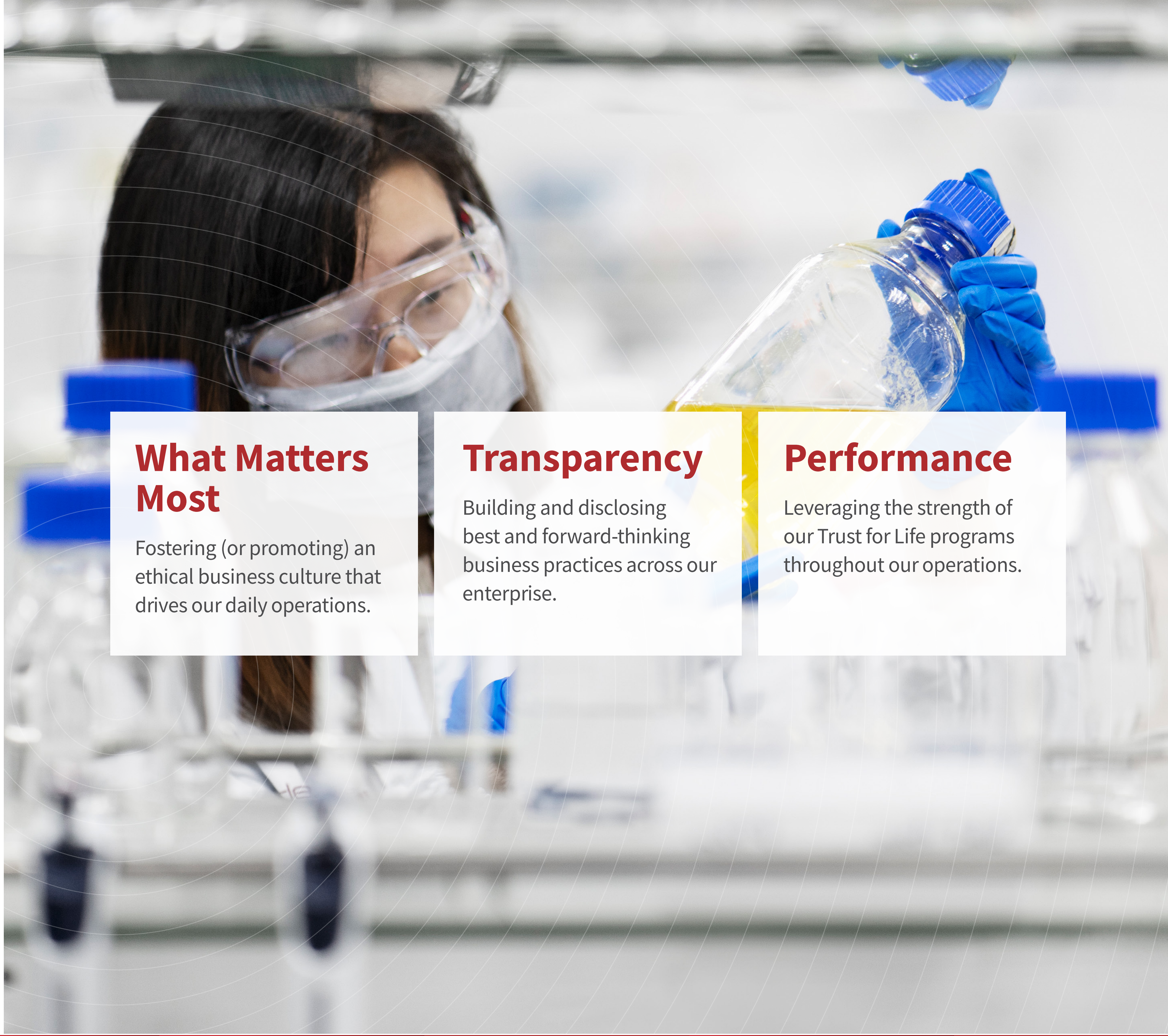
updated and released in 2023

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 ERM plans for top tier risks. We build trust by acting ethically and urgently through our disclosures and reporting.

> "At Zai Lab, we have worked to integrate enterprise risk management across the business. I'm proud of how, from the boardroom to the front lines of the business, our employees understand their role in risk management across the organization."
>
> –**F. Ty Edmondson,** Chief Legal Officer and Corporate Secretary



What Matters Most

Fostering (or promoting) an ethical business culture that drives our daily operations.

Transparency

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

Performance

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

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 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. Identifying risk findings and recommendations that are presented to the GCC for review.
5. Developing risk management, mitigation, or remediation plans or strategies to address risks based on GCC risk recommendations.

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.

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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 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.

Achievement

We have developed a crisis management plan with related procedures focused on our highest risk business-critical activities to help optimize the continuation of our business without material disruption in the event of a crisis.

As an essential step in developing our crisis management plan and related procedures, 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. In so doing, Zai Lab may anticipate, prepare for, respond to, and recover from unforeseen business disruptions.

Achievement

In 2024, we conducted our annual Enterprise Risk Assessment and Healthcare Compliance Risk Assessment and continue to build enterprise risk management capabilities and/or functional risk assessments.

The Enterprise Risk Assessment and Healthcare Compliance Risk Assessment are components of the ERM system. We conduct these assessments each year, allowing us a broad view of our business risks and deeper insights into what matters most to our business. By performing these assessments, we continue to bolster the framework of risk appreciation and understanding at Zai Lab.

Act Right Now

What Matters Most

Making an ethical business culture that drives our daily operations.

Achievement

We continued to encourage a responsible risk culture throughout the Greater China Region (GCR) Compliance Champion Initiative, enhancing awareness and understanding of compliance-related policies and procedures and their risks.

Zai Lab is proud to have a unique group of employees who act as ambassadors for What Matters Most. These 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 as appropriate when they arise. These Compliance Champions maintain regular communications between the Ethics and Compliance (E&C) team and the wider employee network. They collect and submit compliance-related questions and suggestions to the E&C team on behalf of their teams. This China-based initiative strengthens our global business risk culture by:

- Guiding colleagues to compliance resources
- Responding to basic compliance questions
- Communicating compliance updates and information
- Incorporating compliance reminders into team meetings

Achievement

We worked with business partners to encourage a compliance culture that understands medical and business risks.

Zai Lab and our business partners conduct functional training to drive strong risk awareness and engage employees around doing the right thing. To further support our business partners, our compliance team remains available to provide support across all functions and clients. This combination helps drive compliance awareness, along with a greater collaboration, ethics, and awareness of business risks across our partnerships.

Act Right Now

What Matters Most

CASE STUDY: Targeted Training Builds Compliance

In 2024, we identified a gap in compliance education that was under increasing regulatory scrutiny within the GCR. In response to this emerging trend, we engaged an external third-party expert to conduct a compliance program assessment. This assessment provided Zai with a road map for program enhancements with supporting trainings.

Instead of conducting generalized training across the entire organization, we developed very targeted training sessions concentrated on these identified, high-risk areas. We then conducted specialized one-on-one training sessions with sales representatives in specific regions, where we provided guidance on legal boundaries and potential compliance risks around anti-bribery and medical fraud.

Our response to this assessment demonstrates our evolving risk culture and swift response time to potential risks. We are moving toward precise, context-specific interventions that more effectively address potential risks. We've learned we can proactively manage risks by utilizing external expert insights, targeted training to specific, identified groups, and providing nuanced, actionable guidance through enhanced training and resources.

Act Right Now

Transparency

Elements of Workforce Performance

We are dedicated to developing a skilled workforce through strategic talent management and trainings that promote best practices and regulatory compliance. Our strongest tool for assessing talent performance is through our employee appraisal process.

Act Right Now

Transparency

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

Goal

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

Within Zai Lab, we aim to promote open communications, collaboration, and learning, feedback, and development opportunities to support employee growth and overall success of the organization. We aim to create an environment where the employee owns their career, the manager coaches and guides, and the company supports talent development. Our aspiration is that:

- Every employee has a development plan and feels like they can grow their career at Zai Lab
- The organization has a learning culture focused on growth mindset
- Our programs provide employees with the training, tools, and resources to develop their skills

Goal

We commit to building an agile, resilient, and innovative Company by fostering employee growth through the appraisal process.

One of our greatest assets is our people. That's why we want to be transparent about how we develop our talent. The best tool we have for strengthening our talent and identifying gaps and strengths in employee skills and experience is through our employee appraisal process.

Achievement

In 2024, we conducted employee appraisals for every employee at least once.

Our performance appraisals are a structured process in which managers and other stakeholders evaluate and document an employee job performance and behavior over a given period, typically every 6-12 months. This process includes goal-setting, individual development plan (IDP) planning, a mid-year review, a year-end performance review, and calibration.

Achievement

In 2024, we provided comprehensive evaluation program resources for employees to strengthen their development.

Currently, we utilize a comprehensive evaluation approach to determine employee ratings, which includes performance results for each goal, feedback from multiple sources, our Zai companywide values (for more about our compliance leadership recognition, read our People section, and Zai Lab leadership competencies.

For our people leaders, the performance review process is further enhanced with 360° feedback and team-based performance, focusing on identifying team management, leadership effectiveness, and pinpointing areas for development.

Along with these annual reviews, we perform mid-year reviews and present ongoing feedback throughout the year to promote employee development.

Act Right Now

Performance

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

Goal

We will continue embedding programs that encourage corporate responsibility and ethical business risks into our approach and 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 identifying gaps gives us the accountability that is essential for growth.

Zai Lab aims to make informed decisions — ethically and urgently. Through our integrity and ethical work practices, as discussed in our Code of Business Ethics and Conduct, 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.

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Achievement

We were recognized for our achievements and dedication to sustainability and for our focus on employee well-being

Zai Lab continues to receive industry recognition for our Trust for Life commitment progress. In 2024, we were recognized as the top-ranked Biotech Company in the S&P Global Sustainability Yearbook (China Edition) DJSI, and we were ranked as “Prime” in Corporate ESG Performance by ISS.

And we achieved recognition from Global Talent Awards for “Best Employer Brand on LinkedIn.”

Our Alignment with the UN SDGs

Zai Lab is committed to continuing our alignment with the United Nations Sustainable Development Goals (SDGs). We highlight our purpose 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.

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 as well as the communities in which we live and work.

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.

Hong Kong Stock Exchange (HKEx) Disclosures

This report was developed in alignment with the requirements of The Stock Exchange of Hong Kong Limited (the "Hong Kong Stock Exchange"), specifically in accordance with Appendix C2: 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. 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, 2024, unless otherwise noted. During 2024, 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 28.
	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 28. 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 28.
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 "Our Trust For Life Report" on page 3. (ii) Please refer to report section "Our Materiality Matrix" on page 6.
	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 15. Emission factors are updated on an annual basis to ensure the most up-to-date factors before finalizing the annual Scope 1 and 2 inventory. Regional CO2, CH4, and N2O emission factors for electricity for US facilities are obtained from the US EPA Emissions & Generation Resource Integrated Database (eGRID). For other facilities, country-specific electricity factors for CO2, CH4, and N2O are sourced from the International Energy Agency (IEA)'s Emission Factor database. For natural gas, factors for CO2, CH4, and N2O are obtained from the US EPA Center for Corporate Climate Leadership. Emission factors for other mobile fuel sources are obtained from the UK's DEFRA conversion factor database. Emission factors for fugitive emissions were obtained from DEFRA for CO2 and the IPCC's Fifth Assessment Report for other refrigerant 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
Environmental		
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 U.S. Zai Lab understands that our daily operations, where and how we work, matter in the fight against climate change. To do our part, we integrate the concepts of environmental improvement and protection into our business practices. Our internal environmental management system is set up according to the 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).
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, 2023 Trust for Life Report, and this 2024 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" on page 24.

Hong Kong Stock Exchange (HKEx) Disclosures

Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
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" on page 24.
KPI A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	**Suzhou Oral Solid Dosage (OSD) Plant** Total: 45.85t Intensity= 0.0001275(t/box) **Suzhou Biological Plant (clinical samples only)** Total: 165t Intensity= 0.092(t/vial) **Zai Lab (Shanghai) Co., Ltd.** Total: 9.96t Intensity is N/A as there is no production at this facility **Zai Lab (US) LLC** Total: 0.66t 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 Plant** Total: 4.87t Intensity: 0.0000125(t/box) **Suzhou Biological Plant (clinical samples only)** Total: 6.11t Intensity: 0.0034(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" on page 24.
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 currently have any specific reduction targets in place, we have reduced the amount of waste cleaning liquids generated in China. In Zai Lab offices in China and the U.S., offices encourage electronic filing and seek to reduce the use of paper as much as possible.

*Data is not available for all Zai Lab business offices that are multi-tenant and when Zai Labs does not pay directly and/or the landlord does not disclose

Hong Kong Stock Exchange (HKEx) Disclosures

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: 6,899,987 kWh Total Natural Gas Consumption: 1,999 therms Total Diesel Consumption: 28.53 gallons Total Gasoline Consumption: 1,529.66 gallons (81,938 km driven) Energy Consumption Intensity: 3,741.86 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 1,954 tons, Beijing was 180 tons, Guangzhou was 52 tons.** Total: 2,186t Intensity is N/A as there is no production at this facility **Suzhou Biological Plant (clinical samples only)** Total: 14,320t Intensity= (7.96t/vial) **Suzhou OSD Plant** Total: 7,268t Intensity= (0.019t/box) **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. We will continue to consider setting targets for Scope 1, Scope 2, and Scope 3 across our business managing climate-related risks and opportunities.

Hong Kong Stock Exchange (HKEx) Disclosures

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 2023 and the forecast of 2024, we set the unit consumption targets in early 2024. The 2024 target value was 0.021 t/box. The actual water consumption was 0.019t/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: 20.1t Per unit produced=0.000052t/box This is the only facility where production occurred in 2024, 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 want to minimize our impact on the environment and proactively benefit both the health of individuals and the well-being 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 15.
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. The climate risk assessment is applicable to 2024.
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. The climate risk assessment is applicable to 2024.

Hong Kong Stock Exchange (HKEx) Disclosures

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 on the intranet and on Zai Lab's US benefits site. Please refer to the 2024 Hong Kong Annual Report (pages 122–123), 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 59%, Male 41% By gender: Female 1,097, Male 747 By employee type: Full Time Employee (FTE) 93%, Third-party 7% By age group: <30 years 18%, 30-49 years 78%, >50 years 4% By geographical region: GCR 96%, Other 4% For a breakdown of employment type, please refer to report section "Create Better Outcomes" infographic on page 15.
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 17 and "Act Right Now: What Matters Most – Case Study" on page 31.

Hong Kong Stock Exchange (HKEx) Disclosures

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.	2022: 0 fatalities 2023: 0 fatalities 2024: 0 fatalities
KPI B2.2	Lost days due to work injury.	0 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 in 2023. LTIFR includes any work-related injury that results in an employee not being able to return to work the next scheduled workday/shift. Zai Lab's global LTIFR for 2024 is 0.0. The work hours in this calculation include employees in the U.S., Shanghai, Beijing, Suzhou, Hong Kong, and Taiwan; it does not include contractor work hours. Occupational health and safety measures adopted can be found in Zai Lab's Occupational Health and Safety Position Statement. 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.	Zai Lab's Employee Handbook outlines 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 17
KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	**By gender** • Female: 58.5% • Male: 41.5% **By management level** • Individual Contributor: 75.8% • First Line Manager: 16.6% • Manager of managers: 7.6%

Hong Kong Stock Exchange (HKEx) Disclosures

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: 27.02 hours • Male: 28.96 hours **By management level** • Individual Contributor: 26.33 hours • First Line Manager: 35.22 hours • Manager of managers: 26.75 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, U.S. 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.
Operating Practices		
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.
KPI B5.1	Number of suppliers by geographical region.	North America: 211 Asia Pacific: 10 Europe: 12 Greater China Region (GCR): 1,324 United Kingdom: 11 Grand Total: 1,568

Hong Kong Stock Exchange (HKEx) Disclosures

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 includes 40 Tier 1 suppliers. We requested that our top 40 Tier 1 suppliers sign our supplier code of conduct as part of the process to become Tier 1. Please refer to Zai Lab Supplier Code of Conduct for more information.
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Zai Lab conducts management of risk up and down our entire supply chain, which we believe will promote our business success and delivering on our strategic goals. In keeping with Zai Lab's philosophy of being a partner of choice?, the Company works collaboratively to align our supply-chain risk management with our corporate strategy. Our standards are based on our ESG goals and our Code of Conduct. Our commitment starts in areas of greatest and most immediate impact: • Identify and understand our supplier categories and top-tier suppliers which is a key component of our ERM system. • Conduct risk assessments throughout our supply chain, from procurement of materials, through services provided by third parties, to distribution of our products. • Establish a Global Procurement function to support consistent enterprise supplier collaboration. Please refer to the Zai Lab Supply Chain Collaboration Position Statement and to the Zai Lab Supplier Code of Conduct for more information.
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Please refer to the Zai Lab Supply Chain Collaboration Position Statement.
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 2024.
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Zai Lab has received a total of 15 complaints for drug products, and 1,954 complaints for medical devices in Mainland China during 2024. These were handled according to our Quality Management System (QMS), which covers GMP, GSP (GDP), GVP, and drug life cycle management. The QMS consists of four policies, 368 SOPs/Wis, and more than 408 associated templates or working forms to ensure the quality of data collection and good practices for drug life cycle management. Please refer to our Clinical Research and Transparency Position Statement.
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Our Code of Business Conduct and Ethics Section Confidential Information & Intellectual Property (pages 63-64 of said Code) provides descriptions of Company practices for observing and protecting intellectual property rights.

Hong Kong Stock Exchange (HKEx) Disclosures

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 (page 34 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 2024 Hong Kong Annual Report, section "Data Privacy and Data Protection" on page 26. Our Code of Business Conduct and Ethics, section on "Privacy" on page 57 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.

Hong Kong Stock Exchange (HKEx) Disclosures

Part C "Comply or Explain" Provisions

Subject Areas, Aspects, General Disclosures, and KPIs		Response/ Reference
Community		
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 15.
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 2024, 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" on page 15.
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	In 2024, Zai Lab donated RMB 20K for rare disease patients and donated $11.2M in-kind to support our local communities. Please refer to the 2024 Hong Kong Annual Report, section "Donation" on page 147.

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, 2024, unless otherwise noted.

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 2024. There were two pre-approval clinical trial inspections by China NMPA and Taiwan FDA in 2024, for the product VYVGART (efgartigimod), with indication Chronic Inflammatory Demyelinating Polyneuropathy (CIDP) and the product AUGTYRO (repotrectinib), with indications ROS1 and NTRK. 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 2024 Annual Report on Form 10-K, see pages 75 and/or F-37. 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 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 eight 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 U.S. The license and approvals in the U.S. would be held by strategic partners. See our 2024 Annual Report on Form 10-K, see page 2-6.

Sustainability Accounting Standards Board (SASB) Index

Topic	Code	Description	Response
	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.
Drug Safety	HC-BP-250a.1.	Products listed in public medical product safety or adverse event alert databases	See our 2024 Annual Report on Form 10-K, see page 38-40.
	HC-BP-250a.2.	Number of fatalities associated with products	Zero.
	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	None.
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 2024 Annual Report on Form 10-K (see page F-37).
	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 2024 Annual Report on Form 10-K, see pages 21-22.
	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 programs for integrity of supply chain and ingredients	We do not participate in the Rx-360 International Pharmaceutical Supply Chain Consortium. There were no third-party audits on Zai Lab's supply chain in 2024. 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 2024 Annual Report on Form 10-K (see pages 75 and/or F-37).
	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 9.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	Please refer to report section "Improve Human Health" on page 9.

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 2024 – December 2024. 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 2024 Annual Report on Form 10-K.
2-3	Reporting period, frequency and contact point	Current reporting period: January – December 2024 Reporting frequency: Annually Contact Point: F. Ty Edmonson, Chief Legal Officer, Zai Lab
2-4	Restatement of information	N/A
2-5	External assurance	N/A
2-6	Activities, value chain and other business relationships	Please refer to report section "Improve Human Health" on page 9. Please refer to Zai Lab's 2024 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 and 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 and 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 26. Please refer to Zai Lab's 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 26.
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 26.

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 "Trust for Life" on page 7.
2-23	Policy commitments	Please refer to report section "Trust for Life" on page 7 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 "Trust for Life" on page 7 and report section "Act Right Now" on page 26. 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 6.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Please refer to report section "Our Materiality Matrix" on page 6.
3-2	List of material topics	Please refer to report section "Our Materiality Matrix" on page 6.
3-3	Management of material topics	Please refer to report section "Our Materiality Matrix" on page 6.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Please refer to Zai Lab's 2024 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 15.
201-3	Defined benefit plan obligations and other retirement plans	Please refer to Zai Lab's 2024 Annual Report on Form 10-K.

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
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.
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: 6,899,987 kWh Total Natural Gas Consumption: 1,999 therms Total Diesel Consumption: 28.53 gallons Total Gasoline Consumption: 1,529.66 gallons (81,938 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: 3,741.86 kWh/person (including remote employees.)
GRI 303: Water and Effluents 2018		
303-5	Water consumption	Water consumption in 2024: Shanghai facilities - 2,208 tons Beijing facilities - 283 tons Guangzhou facilities - 45 tons Total - 2,536 tons

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Please refer to report section "Create Better Outcomes: Planet" on page 24.
305-2	Energy indirect (Scope 2) GHG emissions	Please refer to report section "Create Better Outcomes: Planet" on page 24.
305-3	Other indirect (Scope 3) GHG emissions	Please refer to report section "Create Better Outcomes: Planet" on page 24.
305-4	GHG emissions intensity	Please refer to report section "Create Better Outcomes: Planet" on page 24.
305-5	Reduction of GHG emissions	Please refer to report section "Create Better Outcomes: Planet" on page 24.
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 38.
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Please refer to Zai Lab Supply Chain Collaboration position statement.
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.

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
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: People" on page 17.
401-3	Parental Leave	Please refer to report section "Create Better Outcomes: People" on page 17.
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 2024 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.

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
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: Slip/fall, resulting in chipped tooth. Zai Lab conducts risk assessments and inspections to determine potential workplace hazards.
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. We arrange an annual occupation health check for the legal-required job positions. When the employees join in or leave jobs, they are required to have an occupation health check to ensure their health. Of note in the U.S., Zai Lab created a Safety Committee, which first met in August 2024. This committee meets quarterly, with the following roles and responsibilities: • Attend Safety Committee meetings, which will occur quarterly but may be more if the committee is addressing an issue. • Provide feedback on our safety policies. • Conduct safety inspections and audits • May help to conduct investigations • Encourages reporting of incidents • Be an ambassador to promote a safety culture
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Average hours of training per year per employee: 27.85 hours Percentage of employees trained 99.3%
404-2	Programs for upgrading employee skills and transition assistance programs	Please refer to Zai Lab's Workforce Engagement and Development Position Statement.
404-3	Percentage of employees receiving regular performance and career development reviews	100% full time employees participated in performance reviews in 2024.

Global Reporting Initiative (GRI) Content Index

GRI Indicator	Disclosure Title	Reference
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Please refer to Zai Lab's Workforce Engagement and Development Position Statement. Please refer to Zai Lab's 2024 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 and 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.
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: Communities" on page 22. 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: Communities" on page 22.
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 were no complaints in 2024.

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) risks related to doing business in China, and (6) 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 (SEC). 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.