

Excerpt from The United Laboratories Employee Handbook

Compensation and Benefits

1. Statutory Benefits

(1) The United Laboratories International Holdings Limited (Stock Code: 3933.HK) (“TUL”, the “Group”, “we”) provides statutory employees with social insurance and housing provident fund contributions. The types of social insurance include basic pension insurance, basic medical insurance, work-related injury insurance, unemployment insurance and maternity insurance.

(2) The Group will make such contributions for full-time employees. If an employee refuses participation, the Group reserves the right to terminate the labor contract.

(3) Social insurance contributions consist of both employer and employee portions. The employee’s portion is deducted monthly from their salary.

(4) Employees who apply for social insurance benefits due to work-related injury, maternity, illness, unemployment, or retirement may do so in accordance with the *Social Insurance Law of the People’s Republic of China, Regulations on Work-related Injury Insurance* and other relevant laws and regulations.

(5) Employees are entitled to statutory holidays and paid leave. The Group complies with national laws and regulations in this regard.

2. Other Benefits

(1) Annual Physical Examination: Employees who have completed one year of service are eligible for annual health check-up reimbursements. The reimbursement amount varies depending on the employee’s job level and age.

(2) Talent Introduction: The Group offers eligible employees access to collective household registration (hukou) through its talent introduction program and assists qualified employees in applying for talent subsidies.

3. Allowances/Subsidies

(1) Seniority Allowance: Starting from the date of signing the labor contract, employees are entitled to a fixed seniority wage for every full year of service. For re-employed former employees, the seniority wage calculation restarts from the date of signing the new contract.

(2) High Temperature Allowance: The Group provides a high temperature allowance to employees from June to October each year.

(3) Business Travel Allowance: Employees traveling for business purposes may claim reimbursement for accommodation and transportation expenses within the specified limits based on actual costs, and receive a fixed daily travel allowance.

Employee Training

1. The Group has established a comprehensive employee training management system to provide continuous learning and self-improvement opportunities, creating a platform for employees' career development. The types of training include: onboarding training for new employees, on-the-job training, position transfer training, and promotion training.

(1) New Employee Training includes: the Group introduction and corporate culture, pharmaceutical knowledge, product knowledge, marketing, professional etiquette, corporate policies and regulations, performance appraisal system, safety and fire protection training, and professional skills training.

(2) The Group provides job-specific skill and adaptation training for current and transferred employees, and management training for those being promoted.

2. Employee Career Development Planning

(1) To encourage employees to be proactive, continuously enhance their professional capabilities and competencies, improve business performance, and support talent selection, the Group provides career development planning for employees.

(2) Based on the principle of “assigning roles according to talent” the Group offers promotions to employees with outstanding performance and strong capabilities. Candidates for promotion are evaluated comprehensively on job performance, attitude, competency, position adaptability and professional ethics. Only those who pass the assessment may be promoted step by step.