

## **Employment Promotion Commitment**

The United Laboratories International Holdings Limited (Stock Code: 3933.HK) (“TUL”, the “Group”, “we”) hereby solemnly commits to making every effort to promote employment and contribute positively to social development and economic prosperity. The following outlines our employment promotion plan:

### **1. Strengthening Internal and External Resource Integration**

We will enhance cooperation with government departments at all levels, as well as with relevant enterprises and institutions. In collaboration with the government, we will jointly formulate and implement employment-friendly policies and actively participate in related programs and initiatives. By working with other enterprises and organizations, we aim to share advantages in human resources and information to jointly advance employment efforts.

### **2. Actively Expanding Employment Channels**

We will explore and create job opportunities through multiple channels. Firstly, we will intensify talent acquisition efforts by attracting outstanding domestic and international professionals. Secondly, we will actively participate in campus recruitment and job fairs to provide more opportunities for graduates and job seekers. In addition, we will address rural labor force transition, supporting migrant workers in returning home to start businesses and facilitating employment in urban communities.

### **3. Providing a Supportive Employment Environment and Benefits**

We will foster a positive work environment and offer competitive compensation and benefits. Through enhanced employee training and career development guidance, we aim to improve professional competencies and job market competitiveness. We will also adopt various channels to encourage innovation and entrepreneurship, offering our employees broader development opportunities.

### **4. Focusing on Employment of Disadvantaged Groups**

We are committed to addressing the employment challenges faced by disadvantaged groups and to promoting inclusive employment. We will work with organizations supporting people with disabilities to provide tailored job positions and training programs. Likewise, we will support the employment of veterans by offering necessary assistance and resources.

### **5. Strengthening Social Responsibility**

We will actively fulfill our corporate social responsibilities and contribute to social stability and development. Beyond employment promotion, we will participate in community public welfare activities, donate educational resources, and make further contributions to society.

Through the measures outlined above, we will support employment and play an active role in societal development. We firmly believe that through joint efforts, we can achieve a healthy match between talent and job opportunities, create more employment prospects for society, and foster sustainable economic growth.

Hereby, we make this commitment!