

天境生物环境、健康与安全（EHS）政策

Environment, Health and Safety (EHS) Policy of I-Mab

一、 总则

1 . General

天境生物环境、健康与安全（EHS）政策是公司日常管理的重要文件之一，是日常 EHS 管理工作及相关管理文件制定的重要依据。

The Environment, Health, and Safety (EHS) Policy of I-Mab is an important document used in the the CCompany's daily management. It is an important basis behind management documents and daily management work to ensure the implementation of EHS policies.

二、 适用范围

2 . Scope of Application

该政策适用于公司各部门及生产基地的所有员工，此外必须遵守业务运营所在国家及当地 EHS 相关政策。

The policy applies to employees across the Company. It must also be in line with relevant local EHS policies of the country or locale where daily business operations occur.

三、 EHS 职责

3 . EHS Responsibilities

公司主要负责人为公司 EHS 管理的第一责任人；各部门及生产基地负责人负责参与制定、核准并总体部署、落实 EHS 工作，对各自职权范围内的 EHS 管理工作负有直接领导责任，EHS 绩效将纳入其整体薪酬绩效考评机制。

The company' s top management should be the first responsible persons-in-charge for EHS; the head of each department and production base is responsible for participating in the formulation, approval, overall deployment, and implementation of EHS work. Accordingly, top management is directly responsible for the EHS management work within the scope of their respective powers, and EHS performance will be incorporated into overall salary performance appraisal mechanisms.

四、 EHS 管理

4 . EHS Management

1) 遵守环境和职业健康安全相关的法律法规和其他要求，保护环境，保障员工和他人的身体

健康；

Comply with environmental and health & safety related laws, alongside other requirements including environmental protection measures, ensuring the health & safety of employees and their families health & safety.

- 2) 严格落实法规要求保障的安全投入，优化资源配置，确保符合健康安全与环境的要求；

Strictly implement investment in safety as required by laws and regulations, optimize resource allocation, and ensure compliance with health, safety, and environmental requirements;

- 3) 制定环境和职业健康安全管理目标，持续改进 EHS 绩效；

Formulate management objectives to achieve environmental and occupational health & safety goals as well as continuously improve EHS performance;

- 4) 面向业务运营的所有环节，在环境、健康与安全管理系统框架内，制定并持续完善环境管理体系，包括废水、气体排放、噪声及废弃物在内的的管理程序以及防泄漏程序；

For all lines of business operations, for environmental considerations, within the framework of a health and safety management system, to continue to improve environmental management systems in place, including for wastewater, gas emissions, noise and waste management producers as well as anti-leakage procedures;

- 5) 生产环节选用环境友好型包装及生产工艺，减少生产环节的有害及无害废弃物排放；

Use environmentally friendly packaging and production techniques in the production process to reduce the discharge of hazardous and non-hazardous waste in the production process;

- 6) 全面落实能源管理体系，优先采用高能效设施设备，实现能源精细化管理，减少各类能源的使用；

Fully implement the energy management system, prioritize the use of energy-efficient facilities and equipment, focus on refined energy management, and reduce the use of various types of energy;

- 7) 持续开展 EHS 风险辨识，消除各类安全隐患，为员工提供安全、清洁的工作环境，最大限度地保障员工的健康与安全；

Continue to identify EHS risks, eliminate various safety hazards, provide employees with a safe and clean work environment, and maximize the protection of employees' health and safety;

- 8) 通过开展安全教育培训，提高员工及供应商的安全意识和安全技能，实验及生产部门相关

的新员工必须经过安全教育、实验室安全培训，掌握实验室相关管理要求、熟知岗位涉及的所有风险点及管控措施后方可上岗工作；

Improve the safety awareness and safety skills of employees and company suppliers through safety education and training. New employees in the R&D and production departments must complete safety education, laboratory safety training, and master the relevant laboratory management training, and become familiar with risk points and control measures involved in their work before beginning their respective jobs.

- 9) 各部门及生产基地负责人及 EHS 管理人员需持续推进相关工作人员的日常 EHS 培训，提升其安全意识 and 技能。

The person in charge of each department and production base as well as EHS management personnel should continue to promote daily EHS training of relevant staff to improve their safety awareness and safety skills.

五、 附则

5. Supplementary Provisions

本政策未尽事宜，按业务运营所在国家及当地相关政策执行。

Matters not covered in this policy shall be implemented in accordance with the relevant policies of the country and/or locale where the business is operated.