

<b>Document Title: Diversity, Equity, and Inclusion (DEI)</b>	
<b>Document Number: POL-0035</b>	<b>Revision Number: 02</b>

## 1. PURPOSE

The purpose of this Diversity, Equity, and Inclusion (DEI) Policy is to foster an inclusive workplace at I-MAB and its subsidiaries (“I-Mab”) that values diverse backgrounds and perspectives, ensuring that all employees feel welcomed, respected, and empowered.

## 2. SCOPE

This policy applies globally without limitation to all directors, officers, employees, and third parties providing services to I-Mab.

## 3. RESPONSIBILITY

I-Mab is committed to promoting diversity at all levels of the organization thereby ensuring equity in recruitment, hiring, promotions, and compensation creating an inclusive culture where every employee is encouraged to contribute and thrive. The departments responsible for these efforts include:

- 3.1. Human Resources
- 3.2. Legal Operations

## 4. POLICY

- 4.1. **Recruitment and Hiring.** Commit to diverse recruitment practices that seek to attract candidates from various backgrounds. Ensure job postings are inclusive and reflect our commitment to DEI. Use unbiased hiring processes to promote equity in selection and advancement.
- 4.2. **Training and Education.** Mandatory DEI training will be provided for all employees to raise awareness and foster understanding of diverse identities and experiences. Leadership will receive additional training to support and encourage inclusive practices within their teams.
- 4.3. **Inclusive Work Environment.** Foster a culture of respect and openness, where differing perspectives are valued. Promote flexible working arrangements to accommodate disabilities and/or documented medical conditions.
- 4.4. **Reporting and Accountability.** Employees are encouraged to report any behavior that contradicts our DEI values to their direct supervisor and/or to human resources.
- 4.5. **NO RETALIATION.** No retaliation will be taken against individuals for reporting or participating in investigations related to DEI concerns.
- 4.6. **Transparency.** Regular assessments will be conducted to measure the effectiveness of our DEI initiatives, and results will be shared with employees.
- 4.7. **Continuous Improvement.**  
I-Mab is committed to continually improving our DEI efforts by seeking feedback from employees and adjusting practices accordingly. We will review this policy annually to ensure it meets evolving legal standards and best practices. At I-Mab we believe that diversity, equity, and inclusion are critical to our success. By nurturing a diverse and inclusive environment, we

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can achieve our goals and better serve our employees and communities.

#### 5. DOCUMENT REVISION HISTORY

<b>Revision #:</b>	<b>Reason for Change:</b>	<b>Description of Changes</b>
01	New	New SOP
02	New Formatting	Changed Formatting

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