

The United Laboratories Partner Integrity Commitment Statement

The United Laboratories International Holdings Limited (Stock Code: 3933.HK) (“TUL”, the “Group”, “we”) upholds the values of “researching and producing safe, effective medicines to serve the health and well-being of humanity”, and is committed to the corporate tenant of “To Make Life More Valuable”. We strive to become a leading pharmaceutical enterprise while fulfilling our social responsibilities as a corporate citizen. The Group’s growth and success are inseparable from the genuine support of all its partners. The United Laboratories has always advocated the principles of friendship, equality, and mutual development in business, and aims to establish fair and just partnerships. The Group firmly believes that commercial bribery not only violates the law, but also breaches fundamental business principles, disrupts market order, causes unfair competition and resource waste, increases operating costs for both parties, hinders healthy cooperation, and seriously undermines reputations in the industry. Moreover, it fosters corruption, leads to economic crimes, and corrodes both employees and the very foundations of business development.

In light of this, the Group expects all partners to abide by the law, uphold ethical business practices, and maintain honesty and fairness in their interactions with our staff.

The United Laboratories makes the following declarations:

1. The Group promotes an internal culture of “Friendly, Responsible, Hardworking and Highly Efficient” maintains a clean and healthy work environment and encourages its employees to comply with laws and engage in ethical, honest behavior.
2. The Group requires its employees to comply with the *Employee Handbook*, *The United Laboratories Employees’ Code of Integrity and Self-Discipline* and other relevant professional conduct standards during engagements with partners, to ensure fairness, justice, and transparency throughout all cooperative activities.
3. The Group strictly prohibits employees from creating artificial obstacles or engaging in illicit acts such as demanding “service fees” or “kickbacks” related to commercial bribery, unfair competition, or personal gain. Partners of TUL are responsible for rejecting and reporting any such violations by Group employees.
4. The Group supports courteous conduct in business interactions but firmly opposes any form of commercial bribery, including attempts to influence business relationships through gifts, commissions, or other personal benefits.
5. The Group expects its partners to comply with all anti-corruption and anti-unfair competition laws and regulations, as well as *the Anti-corruption Agreement*, and to firmly oppose any transfer of improper benefits — such as cash, gifts, favors, or opportunities — intended to secure business or preferential treatment. Any violations will result in immediate termination of the partnership and blacklisting of the offending party.

The United Laboratories is committed to developing alongside all its partners based on “Friendship, Equality and Mutual Development”, while jointly fulfilling our responsibilities to society.