

CKLS Workforce Diversity Policy

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**CK Life Sciences Int'l., (Holdings) Inc.**

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### **1 Policy Statement**

CK Life Sciences Int'l., (Holdings) Inc. (the “Company” and, together with its subsidiaries, the “Group”) values the diversity of its employees and is committed to establishing a diverse and inclusive workplace. This Policy applies to all Group companies.

### **2 Diversity and Inclusion**

Diversity is a core value embraced by the Group. The Company is committed to creating an inclusive and supportive working environment for its employees, such that individual differences are respected and employees are treated with dignity. The Company is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation, and career and promotion opportunities.

### **3 Review and Monitoring**

This Policy will be reviewed and amended from time to time to ensure its continued effectiveness. The Sustainability Committee will monitor the Company’s progress on its effort to embed the principles of diversity and inclusion within its workplace, culture, strategy and processes, and may recommend revisions to the Board for approval.

### **4 Training**

The Company will from time to time provide training to its employees on diversity and inclusion-related topics.

### **5 Disclosure and Publication**

This Policy is available on the Company’s website.

Effective on: February 2024