



HUTCHMED (CHINA) LIMITED

SUSTAINABILITY POLICY

Adopted by the board of directors on May 12, 2022

Table of Contents

1. Policy Statement
2. Approach
3. Sustainability Review, Reporting and Disclosure

1. Policy Statement

HUTCHMED (China) Limited, its subsidiaries and controlled affiliates (collectively, “Group”) strives to enhance long-term total return for its shareholders.

The Group is strongly committed not just to its shareholders, but also to a wide range of stakeholders including customers, suppliers, employees, banks and creditors, governments and regulators, non-government organizations and local communities. Taking a proactive approach to sustainability is not only a part of the heritage of the Group, inherent in the various strands of the corporate strategy of the Group, but it has also become crucial to the business success of the Group. At the Group, sustainability is an integral element in maintaining the position of the Group as a responsible business that contributes positively to the development of the communities in which the Group operates.

2. Approach

The Group recognizes the differences in social, economic and environmental needs in each individual market. This Policy outlines the group-wide sustainability approach and priorities from the perspectives of the Group to implement sustainability practices across its operations. Divisions are required to consider local sustainability initiatives and programs based on local needs. This is a core responsibility of the management team of every Division.

All Group companies should request those representing them, such as consultants, agents and independent contractors, to agree to follow the sustainability policy and practices of the Group.

The Group sees sustainability as obligations as well as opportunities. Sustainability practices are embedded across all operations of the Group, and form the basis upon which the Group manages its business, its people and outside parties. The Group tasks itself to deliver social responsibilities in the following areas:

The Business

- To achieve the objective of enhancing long-term return for its shareholders, the Group focuses on sustainable development of its businesses and the communities it operates.
- Across all businesses, the Group is committed to complying with all relevant and applicable laws within its operational frameworks.
- The Group conducts its business with uncompromising integrity. Every member of the Group – directors, executives, managers, employees and business partners – has a duty to comply with all applicable laws and adhere to the highest standard of business ethics.
- The Group operates in a way that safeguards against unfair business practices.

- The Group strives to achieve a high standard of corporate governance and emphasizes a quality board, sound internal control, transparency and accountability to all stakeholders.

The People

- The Group's success through excellence depends on the performance of its employees at every level. The values the Group inculcate in its employees are: candor, courtesy, an ability to deal with change and respect for humanity, personal dignity and privacy.
- The Group strictly adheres to non-discriminatory employment practices and procedures. It is also committed to providing a positive work environment that values the wide-ranging perspectives inherent in its diverse workforce and fosters individual growth and achievement of business goals.
- The Group upholds a high standard of business ethics and personal conduct of its employees. Every employee is required to strictly follow the Code of Ethics which covers the professional and ethical standards in conducting business.
- The Group believes in the benefits of providing a positive work environment where people can grow, it offers a wide range of training and development programs and interest courses and activities.
- The Group maintains proper systems to ensure internal equity and external competitiveness of staff remuneration and recognition.
- The Group is committed to providing a safe workplace for all its employees. To this end, the Group is to comply with or exceed the applicable health and safety laws and regulations. Safety and health considerations should be integrated in the design, maintenance and operations of Group facilities.

The Community

- The Group undertakes a wide range of philanthropic efforts as well as community initiatives that are catered to the needs and benefits of the communities where it operates.
- As a good corporate governance practice, donations and contributions are subject to internal compliance guidelines and controls so as to safeguard stakeholder and shareholder interests.
- The Group encourages its employees to play a positive and active role in the communities where they live and work, and in cities and towns around the world.

The Environment

- The Group is committed to environmental excellence. It is committed to complying with or exceeding the relevant laws and regulations to control any greenhouse gas emission, discharges into water and land, and waste generation.
- The Group implements various initiatives to monitor and manage the use of resources, including energy, water and other raw materials. Operating companies with high consumption of energy, water and/or raw materials should have policies setting out the control measures to accomplish this objective.
- The Group is committed to minimizing the impact of its business activities on the environment and natural resources. Environmentally friendly products and processes with potential commercial applications are to be actively developed and implemented where possible. Support for conservation and environmental protection programs are encouraged and provided. Efforts will be regularly reviewed to ensure their efficiency.
- Please also refer to the Environmental Policy for more details.

3 Sustainability Review, Reporting and Disclosure

Recognizing that stakeholder expectations will evolve, the Group regularly reviews its business operations and proactively engages in communication with stakeholders to identify and respond to emerging issues. In tandem, the Group's Sustainability Committee regularly reviews the sustainability practices and performance and reports to the Group's board of directors. The sustainability performance of the Group is reported on an annual basis in the annual reports or Sustainability Reports of the Company.