

<b>Document Title: Environmental Health + Safety (EHS)</b>	
<b>Document Number: POL-0036</b>	<b>Revision Number: 02</b>

## 1. PURPOSE

The purpose of this Environmental Health and Safety (EHS) Policy is to establish the I-MAB and its subsidiaries (I-Mab) commitment to protecting the health and safety of our employees, the public, and the environment. We aim to minimize risks and ensure compliance with environmental regulations and workplace safety standards.

## 2. SCOPE

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

## 3. RESPONSIBILITY

At I-Mab we recognize that the health and safety of our employees and the well-being of the environment are integral to our success. By adhering to this EHS Policy, we demonstrate our commitment to creating a safe, healthy, and sustainable workplace for all. The department responsible for this policy is:

- Human Resources.
- Legal Operations.

## 4. POLICY

I-Mab is committed to promoting a safe and healthy work environment for all employees and stakeholders, taking proactive measures to prevent workplace injuries, illnesses, and environmental incidents as well as complying with all applicable federal, state, and local environmental health and safety laws and regulations.

4.1. **Expectations.** We have expectations for Management, Staff, and an EHS enforcement team as follows:

- **Management.** Responsible for providing the necessary resources, support, and leadership to implement this policy and promote a culture of safety and compliance.
- **Employees.** Expected to follow EHS policies, participate in training, and report any unsafe conditions or practices to their supervisor.

4.2. **EHS Team.** The CFO will appoint and oversee the EHS Team, responsible for developing, implementing, and monitoring EHS programs and policies, conducting audits, and ensuring compliance with regulatory requirements. This team is charged with risk assessment and prevention to conduct regular assessments and identify workplace hazards and environmental risks. Further, they will implement appropriate control measures to eliminate or minimize risks, including engineering controls, administrative policies, and personal protective equipment (PPE).

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- 4.3. **Training and Awareness.** I- Mab provides EHS training and resources to all employees to promote awareness of potential hazards and safe practices. Ensure all employees know emergency procedures, reporting protocols, and their responsibilities regarding health and safety.
- 4.4. **Emergency Preparedness.** I-Mab maintains and regularly updates emergency response plans, including evacuation procedures, first-aid protocols, and communication strategies. We conduct drills and training exercises to ensure all employees are prepared for potential emergencies.
- 4.5. **Environmental Stewardship.** At I-Mab we strive to reduce the organization’s environmental impact through responsible waste management, energy conservation, and sustainable practices. We comply with all applicable environmental laws and regulations and promote environmentally friendly practices among employees and stakeholders.
- 4.6. **Reporting and Investigation.** I-Mab encourages employees to report safety concerns, near misses, and incidents without fear of retaliation. Investigate reported incidents promptly and thoroughly, documenting findings and implementing corrective actions as needed.
- 4.7. **Continuous Improvement.** I-Mab regularly reviews and updates EHS policies and procedures based on feedback, audit results, and changes in regulations. We strive for continuous improvement in environmental health and safety practices through employee involvement and commitment.

**5. DOCUMENT REVISION HISTORY**

<b>Revision #:</b>	<b>Reason for Change:</b>	<b>Description of Changes</b>
01	New Policy.	New Document.
02	Formatting needed to be fixed.	Updated formatting and spacing.