

January 26,2021

To our stakeholders:

I am pleased to confirm that Chongqing Kuihai Digital Technology Co. LTD reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour and Anti-Corruption.

In 2021, Chongqing Kuihai Digital Technology Co. LTD is committed to creating value for society and customers. In addition to our business, we also carry out many activities to strengthen social trust and promote mutual benefit. At the same time, we will work with other stakeholders to help achieve the UN's Sustainable Development Goals, and the following report is an important step in this journey.

The main points of this report are as follows:

1. Human rights

Chongqing Kuihai Digital Technology Co. LTD respects the fundamental rights of all people. We do not tolerate discrimination and ensure that everyone has equal opportunities. In addition, enterprises integrate respect for human rights into their operations to protect and promote

the rights enjoyed by all employees, industry and natural persons.

1) Chongqing Kuihai Digital Technology Co. LTD puts the health and safety of employees in the first place. The company has formed a systematic disinfection process and operation standards, and conducts regular disinfection and hazard identification inspection in public areas, warehouses and other places, so as to create a healthy working environment. Under extreme special conditions, the company will adjust working hours and work content to ensure the safety and health of employees.

Under the epidemic situation, all departments of the company cooperated with the government to comply with regulations and organize nucleic acid tests and vaccination for employees. The company also carries out regional disinfection, protective equipment guarantee, strict inspection into the company, epidemic prevention tips and so on.



On the other hand, the administration regularly holds various activities to help employees relieve anxiety and promote their mental health.



2) All employees have effective channels to protect their rights. Employees can express their human rights issues through various online and offline channels, such as office software and enterprise email, across departments, levels and regions. The company will never delay the

protection of employees' rights.

3) Chongqing Kuihai Digital Technology Co. LTD has a sound compensation incentive system. The company will adjust the salary according to the principle of position, performance and fairness, so as to provide employees with a continuous, stable and attractive perfect salary system.

4) Chongqing Kuihai Digital Technology Co. LTD will strengthen the information security guarantee system of the platform strictly in accordance with relevant policies, so as to fully protect the information security and privacy of users on the platform. Kwai Hai digital Platform has successively obtained ISO 27001 international information security standard certification, "National Information system Security level Protection level 3 certification", and as a member of the National Information Security Standardization Technical Committee WG5-Information Security Assessment, WG7-Information security Management two major working groups, participating in the national information security standardization work.



In addition, we provide regular code of conduct guidance to all users and implement compliance management in our operations.

2. Labor

1) Chongqing Kuihai Digital Technology Co. LTD has established a strict human resource management system, with 100% of employees signing labor contracts and constantly improving the job system. We never take advantage of irregular jobs or excessive use of temporary jobs, and strive to provide a secure employment system.

The company will strictly comply with the relevant policies and fully accept the opinions of employees on major issues related to the immediate interests of employees, such as salary, welfare and labor protection, which will be specified in the employee handbook and relevant contracts.

2) Adhering to the concept of common development between employees and the company, Chongqing Kuihai Digital Technology Co. LTD has established a comprehensive internal training system to provide opportunities for all employees to improve their skills and knowledge. In 2021, the company organized 200 training activities for employees with more than 400 hours of learning, covering business, product, finance and operation knowledge. In addition, the company also set up the "Sunflower Academy" to increase the quality of personnel in related industries.



At the end of 2021, Chongqing Kuihai Digital Technology Co. LTD cooperated with China Medical Education Association to hold "Medical Marketing Training", which aims to cultivate a group of high-quality talents engaged in pharmaceutical marketing, thus improving the level of pharmaceutical marketing and creating a scientific industry

environment.

第六章：医药产品策略

中国医药教育协会 | 向日葵

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产品生命周期

- 指产品从开发成功、投放市场开始，直到被市场淘汰的整个时间阶段。产品生命周期的阶段图如下：

导入期 成长期 成熟期 衰退期

STRICTLY CONFIDENTIAL FOR HIS INTERNAL USE

医药营销师培训

3) By the end of 2021, Chongqing Kuihai Digital Technology Co. LTD has 107 employees, 45% of whom are female; Women make up 48% of managerial positions. Since its establishment, the company has been abiding by international conventions on labor and human rights, advocating equal employment policies, forbidding any acts of gender discrimination in recruitment, salary, benefits and promotion, and continuously creating a fair and harmonious working environment for female employees.

Considering the special needs of female employees, the company will provide adequate maternity leave for female employees during pregnancy according to the suggestions of the hospital. Under the condition of no special circumstances, the return rate of female

employees after maternity leave reaches 100%.

4) The company regularly carries out various special satisfaction surveys. Specific measures should be taken to improve employees' satisfaction by focusing on key factors such as fair opportunities, development space, cultural atmosphere and salary and benefits. In 2021, the whole company will hold a "360-degree job evaluation", and relevant departments of the company will adjust part of the system according to the results of the survey.

3. Anti-corruption

1) Chongqing Kuihai Digital Technology Co. LTD will assess the risk of corruption from all aspects with a business partner, and will mention "anti-corruption" in the business contract.

First of all, the company will collect the information of partners, analyze and judge their current situation, and predict the coming crisis, which can effectively prevent risks and help partners to take measures to avoid the enterprise from falling into crisis and improve the operation and management level of partners.

2) Corruption is the embodiment of a culture of incorruptibility. Therefore, Kwai Hai Digital attaches great importance to the corporate

culture of honesty and integrity, and takes "honesty and integrity" as the operating principle to promote moral improvement and law-abiding publicity and education of employees, so as to avoid employees' insufficient understanding of corruption issues and constantly sound the alarm of anti-corruption.

With the operation principle of "honest and trustworthy, civilized and law-abiding", the company was honored as the "Most influential list of Chinese pharmaceutical industry" and was rated as "law-abiding and honest Enterprise".



3) The company has a "zero tolerance" attitude towards corruption. Relevant departments support the anti-corruption commitment in the form of announcements, internal training, employee manuals and

contract agreements, prohibit all corrupt behaviors, and severely punish all those who touch the bottom line.

5. 违反规定或未经批准给予客户佣金、回扣的；
6. 利用职务便利，侵占、盗窃、骗取或者以其他手段将公司财物非法占为己有的；
7. 索取、收受贿赂、财物、礼品、佣金、礼金、回扣、有价证券或其他利益的；
8. 在招工、人员聘用、解雇、工作职责安排等各项工作方面搞裙带关系或为自己及亲友牟取私利的；
9. 在招投标过程中向利害关系人泄露标底或提供有关影响投标结果的资料及信息的。

4) Chongqing Kuihai Digital Technology Co. LTD has been contributing to the anti-corruption and compliance development of the pharmaceutical industry. In 2021, the company made use of more than 30 public speeches and online media to publicly advocate the Global Compact and its principles, especially related policies of "anti-corruption", analyze the current policy environment, provide corresponding marketing transformation and internal compliance control strategies, and fully demonstrate the industry leadership style.



With our mission of "contributing to society", Chongqing Kuihai Digital Technology Co. LTD continues to integrate the Global Compact and its principles into our business strategy, culture and daily operations to help achieve the United Nations Sustainable Development Goals (SDGS).

Sincerely yours,

Jue Wang

CEO