

ZAI LAB LIMITED
BOARD DIVERSITY POLICY
(this “Policy”)

Article 1 Purpose

This Policy sets forth the approach to promote diversity on the board of directors (the “**Board**”) of Zai Lab Limited (the “**Company**”).

Article 2 General Policy

- (1) The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.
- (2) With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.
- (3) The Company is committed to nominating the best candidates to be Board members. The selection of director candidates will be based on a variety of factors, one of which is diversity. Diversity will be considered across multiple dimensions, including but not limited to diversity in experiences, perspectives, and viewpoints as well as diversity with respect to gender, age, culture, ethnicity and nationality. The ultimate decision will be based on merit and the expected contributions that the proposed candidates will bring to the Board.

Article 3 Monitoring and Reporting

The Company’s Nominating and Corporate Governance Committee (the “**Committee**”) will report annually on the Board’s composition, including with respect to diversity and other director qualifications and characteristics, and will monitor and evaluate the implementation of this Policy.

Article 4 Review of This Policy

The Committee will review and reassess the adequacy of this Policy, as appropriate. The Committee will recommend any proposed changes to the Board for consideration and approval.

Article 5 Other

This Policy will take effect on June 27, 2022, upon the effective date of the Company's conversion to dual-primary listing on The Main Board of The Stock Exchange of Hong Kong Limited.

The Board of Zai Lab Limited

June 27, 2022