

**TO WHOM THIS MAY CONCERN**

**13<sup>th</sup> November 2024**

Dear Sir or Madam

**RE: Applicable law and jurisdiction**

Novogene (UK) Company Limited is regulated by and construed in accordance with the law of England and Wales.

Under current applicable legislations, it is not mandatory to employers to employ a specific number of disabled employees. Under the *Equality Act 2010*, employers are legally required to prevent discrimination against disabled employees and job applicants, and to provide reasonable adjustments in the workplace. Novogene UK is committed to encourage equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

We hereby confirm that the Company will not tolerate any discriminative behaviours on below protected characteristics defined under the Equality Act 2010, Chapter 1 (Ref: <https://www.legislation.gov.uk/ukpga/2010/15/part/2/chapter/1>):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Please find attached the relevant UK policies outlining our management approach.