



藥明生物技術有限公司*

WUXI BIOLOGICS (CAYMAN) INC.

藥明生物技術有限公司*

(the “Company” and “本公司”)

Board Diversity Policy 董事會成員多元化政策

(中文本為翻譯稿，僅供參考用)

1. Purpose

目的

This Policy aims to set out the approach to achieve diversity on the Company’s board (the “**Board**”) of directors (the “**Directors**”).

本政策旨在列載本公司董事會(「董事會」)為達致董事(「董事」)成員多元化而採取的方針。

2. Vision

願景

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

本公司明白並深信董事會成員多元化對提升公司的表現素質裨益。

3. Policy Statement

政策聲明

A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit while taking into account diversity (including gender diversity).

一個真正多元化的董事會應包括並善用董事於技能、地區及行業經驗、背景、種族、性別及其他素質等方面之分別。公司在制定董事會成員的最佳組合時將考慮上述的分別。所有董事會成員之任命均以用人唯才為原則，並考慮多元化(包括性別多元化)。

The Company aims to build and maintain a Board with a diversity of Directors, in terms of skills, professional experience, educational background, knowledge, expertise, culture, independence, age,
