

**HUA MEDICINE**  
(the “Company”)  
(Incorporated in the Cayman Islands with limited liability)

**BOARD DIVERSITY POLICY**

(Adopted by the Company pursuant to the Board resolution passed on 6 December 2018)

**1. PURPOSE**

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

**2. SCOPE**

This Policy applies to the Board of the Company. It does not apply to diversity in relation to the employees of the Company, nor the Board and the employees of any subsidiary of the Company.

**3. POLICY STATEMENT**

The Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in maintaining the Company’s competitive advantage.

The Company believes that greater diversity of directors is good for corporate governance and is committed:

- To attract and retain candidate(s) for Board with a combination of competencies from the widest possible pool of available talent.
- To maintain a Board with diversity perspectives at all levels, in particular, those are aligning with the Company’s strategy and objectives.
- To assess regularly the diversity profile of the Board and, where applicable, senior management prepared for Board positions under the succession planning of the Company and the progress on achieving diversity objectives, if any.
- To ensure that the selection and nomination of Board positions are appropriately structured so that a diverse range of candidates can be considered.
- To set up appropriate procedures for development of a broader and more diverse pool of skilled and experienced senior management that would be prepared for Board positions.
- To ensure that changes to the Board’s composition can be managed without undue disruption.

#### **4. IMPLEMENTATION**

The Nomination Committee will review annually the structure, size and composition of the Board and where appropriate, make recommendations on changes to the Board to complement the Company's corporate strategy.

In reviewing and assessing the Board composition and the nomination of directors (as applicable), Board diversity has to be considered from a number of aspects, including but not limited to the following:

- Gender
- Age
- Cultural and educational background
- Professional qualifications
- Skills, knowledge and industry and regional experience

#### **5. MEASURABLE OBJECTIVES**

The Company aims to maintain an appropriate balance of diversity perspectives of the Board that are relevant to the Company's business growth.

The Nomination Committee will discuss and where necessary, agree on the measurable objectives for achieving diversity on the Board and make recommendation to the Board.

The Board may adopt and/or amend from time to time (as applicable) such diversity perspectives and/or measurable objectives that are appropriate to the Company's business and Board succession planning, as applicable.

#### **6. MONITORING AND REPORTING**

A summary of this Policy and where applicable, the measurable objectives adopted for implementation of the diversity of the Board and the progress made towards achieving these objectives, will be disclosed in the Company's Corporate Governance Report.

**7. REVIEW OF THE POLICY**

The Nomination Committee will review this Policy as appropriate and recommend revisions, if any, to the Board for consideration and approval.

## 華領醫藥

(「本公司」)

(於開曼群島註冊成立的有限公司)

### 董事會成員多元化政策

(根據本公司董事會於2018年12月6日通過的決議案所採納)

#### 1. 目的

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

#### 2. 適用範圍

本政策適用於本公司董事會。本政策並不適用於有關本公司的僱員，以及本公司的任何附屬公司的董事會及僱員的多元化。

#### 3. 政策聲明

本公司認同及深信董事會成員多元化所帶來的裨益，並且認為董事會趨向多元化是維持本公司競爭優勢的重要元素。

本公司認為高度的董事多元化對公司管治有所裨益，並會致力：

- 於廣泛的人才庫中招攬及留聘具備各類不同才能的候選人以組成董事會。
- 維持董事會全方位多元化的觀點，特別是與公司策略及目標一致的觀點。
- 定期評估董事會多元化狀況及在本公司繼任計劃下準備獲擢升至董事職位的高級管理層(如適用)，以及實現多元化目標的進展(如有)。

- 確保董事職位甄選及提名均按適當的程序進行，以便能招徠更多元背景的人選供本公司作出考慮。
- 設立適當程式以培養背景更廣更多元化並富工作經驗和技能的高級管理層，為升任董事職位作準備。
- 確保董事會組成人員的變動不會帶來不適當的干擾。

#### 4. 執行

提名委員會將每年檢討董事會的架構、人數及組成，並就任何為配合本公司的公司策略而對董事會作出的變動提出建議。

有關在檢討及評估董事會組成及提名董事時（如適用），須考慮有關董事會成員多元化的各項因素，包括但不限於：

- 性別
- 年齡
- 文化及教育背景
- 專業經驗
- 技能、知識及行業及地區經驗

#### 5. 可計量目標

本公司旨在使董事會成員多元化各方面能保持適當及平衡，以切合本公司業務發展。

提名委員會將會討論及協定（如有需要）為達致董事會成員多元化的可計量目標，並向董事會作出有關建議。

如有需要，董事會可隨時採納及/或修訂多元化因素及可計量目標，以切合本公司業務所需和董事會繼任計劃（如適用）。

## 6. 監察及報告

本政策的摘要，以及為執行政策而定立的可計量目標及達標的進度（如適用），將於本公司的企業管治報告內披露。

## 7. 政策檢討

提名委員會將在有需要時檢討本政策，並向董事會建議有關修訂（如有），以供考慮及批准。