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**3SBIO INC**

**BOARD DIVERSITY POLICY**

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1. **Vision:** The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.
2. **Board Diversity**: The Company aims to maintain an appropriate balance of diversity perspectives of the Board, in order to provide a range of insights that enable the Board to discharge its duties and responsibilities effectively, support good decision making in view of the core businesses and strategy of the Company and its subsidiaries (“Group”).
3. **Diversity Factors:** In relation to reviewing and assessing the Board composition, the nomination committee will consider a number of aspects, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge, and industry and regional experience.
4. **Annual Review**: The nomination committee will review annually the structure, size and composition (including the skills, knowledge and experience) of the Board and where appropriate, make recommendations on changes to the Board to complement the Company’s corporate strategy.
5. **Measurable Objectives**: The nomination committee will discuss, and where necessary, agree on the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption.
6. **Update**: The nomination committee will review this Policy as appropriate and recommend revisions, if any, to the Board for consideration and approval.
7. **Language Version**：The text of this policy appears in both English and Chinese languages. In case of discrepancy, the English version shall prevail.
8. **Approval of this Policy**: This policy was last amended and approved by resolutions of the directors passed on 20 March 2019.

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**三生制药**

**董事會多元化政策**

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1. 愿景：本公司确认董事會成員多元化對提升公司的表現裨益良多。
2. 董事會成員多元化: 本公司努力寻求董事會多元化觀點的適當平衡，以提供洞见卓识，使董事會有效地履行其職责、就本公司及其附屬公司（「本集團」）的核心業務及策略制定良策。
3. 多元化之诸方面: 就檢討及評估董事會成員組成而言，提名委員會將考慮多個方面，包括但不限於性別、年齡、文化及教育背景、專業資格、技能、知識及行業和地區經驗。
4. 年度檢討: 如董事會成員多元化政策所訂明，提名委員會將董事會之架構、規模及成員組成 (包括技能、知识和经验)，並於適當時候向董事會提供有關變動之推薦建議，以配合本公司之公司策略。
5. 可計量目標: 提名委員會將進行討論及於必要時協定就實行董事會成員多元化政策而制定之可計量目標，並向董事會建議有關目標以供採納。
6. 審查修訂: 提名委員會將於適當時候審查此項政策，並向董事會作出修訂建議（如有）供其審批。
7. 語言版本： 本政策文本分為中英文版本。若兩者出現差異，概以英文版本為準。
8. 本政策之批准: 本政策於2019年3月20日的董事會決議修订通過予以採納。