



Jiangsu Hengrui Pharmaceuticals Co., Ltd.

Board Diversity Policy

1. Introduction

This Policy aims to outline the guidelines designed to ensure diversity of the Board of Directors at Jiangsu Hengrui Pharmaceuticals Co., Ltd. (hereafter “the Company” or “We”).

2. Scope

This Policy applies to the Board of Directors.

3. Management Policy and Measure

The Company is committed to the principle of equal opportunities in all aspects of business operations. The Board of Directors will include members, male or female, who have different capabilities, skills, knowledge, regional and industry experience, background and other favorable traits. The Board will also build an enabling environment for them to unlock their full potential. Nobody will be discriminated against on grounds of race, sex, disability, religious belief, ideology, age or any other personal or physical attribute that does not speak to such person’s ability to perform as a Board member.

The Company strives to improve the efficiency of the Board of Directors and upholds the highest possible standards of corporate governance. The Company also works to ensure that the Board is diverse enough as it takes into account various factors such as candidates’ skills, professional experience, knowledge, cultural and educational background, race, sex, age, tenure, the region s/he comes from, and the industry s/he works in. In implementing the diversity policy, the Company would consider different factors based on its business model and specific needs.

The Company works to ensure that the Board maintains proper balance in diversity of skills, experience, opinions and angles, and operates efficiently. In addition, the Company sees to it



that the business strategy is implemented, and that members are appointed based on their competence and other objective criteria. Due attention should be paid to Board diversity.

The Board of Directors establishes the Nomination Committee, which is tasked with selecting and appointing fully qualified candidates to serve in the Board. In performing its duties, the Nomination Committee would consider this Policy.

The Board of Directors will periodically review this Policy to ensure it delivers sustained results.

The Company will disclose the details of this Policy, any quantifiable target that the Company set in this regard, and the progress toward the target in the Corporate Governance section of the Annual Report. The Company will also review itself from time to time to make sure that the target is relevant and feasible.

4. Availability and Revision

This Policy is available to all the Company's employees. The Company reserves the right to revise, alter or repeal the Policy at any time for any reason. The Company will review this Policy regularly and revise it when necessary. When this Policy is updated, the Company will notify its employees in time. The latest version of the Policy will be available on the official website of the Company: <https://www.hengrui.com/>.