

WuXi Biologics
Global Solution Provider

WuXi Biologics (Cayman) Inc.
藥明生物技術有限公司*

(the “Company”)

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2269)

Board Diversity Policy
董事會成員多元化政策

* *For identification purpose only*
僅供識別

WUXI BIOLOGICS (CAYMAN) INC.

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(the “Company” and “本公司”)

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(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的裨益。

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)。

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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 and gender.

公司志在建立及維持董事會具備多元化的董事，無論在技能、專業經驗、教育背景、知識、專才、文化、獨立性、年齡及性別。

4. Monitoring and Reporting

監察及匯報

The Nomination Committee will report annually, in the corporate governance report contained in the Company's annual report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

提名委員會將於每年在本公司年報刊載的《企業管治報告》內匯報董事會依據多元化層面的組合，並監察本政策的執行。

5. Review of this Policy

檢討本政策

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

為確保本政策行之有效，提名委員會將於適當時候檢討本政策。提名委員會將會討論任何需對本政策作出的修訂，並向董事會提出修訂建議，供董事會考慮及通過。

Adopted on May 17, 2017

於2017年5月17日採納