

# Lepu Biopharma Co., Ltd. 樂普生物科技股份有限公司

*(A joint stock company incorporated in the People's Republic of China with limited liability)*

**(Stock Code: 2157)**

(the “Company”)

## **BOARD DIVERSITY POLICY**

(the “Policy”)

### **1. PURPOSE**

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

### **2. SCOPE**

This Policy applies to the Board. It does not apply to diversity in relation to the employees of the Company or any of its subsidiaries.

### **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.

A truly diverse Board will include and make good use of differences in the perspectives, talents, skills, regional and industry experience, background, gender and other qualities of the members of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All appointments of the members of the Board are made on merit, in the content of the perspectives, talents, skills and experience the Board as a whole requires to be effective.

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

#### **5. MONITORING AND REPORTING**

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

#### **6. REVIEW OF THE POLICY**

The Nomination Committee also develops and maintains this Policy. The Nomination Committee will periodically review the effectiveness of this Policy and assess whether the measurable objectives are achieved and/or should be amended as appropriate, and will recommend revisions, if any, to the Board for consideration and approval.