

PHARMARON BEIJING CO., LTD.*
康龍化成(北京)新藥技術股份有限公司
(the “Company”)

BOARD DIVERSITY POLICY

1. PURPOSE

- a) This policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “**Board**”).

2. GENERAL POLICY

- a) The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.
- b) With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.
- c) The Company commits to selecting the best person for the role of directors. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural background and ethnicity, in addition to educational background, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition (including gender, age, length of service) will be disclosed in the Corporate Governance Report annually.

3. MONITORING AND REPORTING

- a) The Nomination Committee of the Board of the Company (the “**Nomination Committee**”) will report the Board’s composition under diversified perspectives in the Corporate Governance Report annually, and monitor the implementation of this policy.

4. REVIEW OF THIS POLICY

- a) 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.

5. COME INTO EFFECT

After being considered and approved by the Board, this Policy shall come into effect when overseas listed foreign shares (H Shares) of the Company are listed on The Stock Exchange of Hong Kong Limited.