



# Hansoh Pharmaceutical Group Company Limited

## 翰森製藥集團有限公司

(the “Company”)

*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code: 3692)

### Board Diversity Policy

(Adopted by the Company pursuant to the Board resolution passed on November 26, 2018)

#### 1. Purpose

- 1.1 Our Company recognizes the benefits of board diversity and supports the principle that diversity can strengthen the performance of the board of directors (the “**Board**”) and promote effective decision-making and better corporate governance and monitoring.
- 1.2 This board diversity policy (the “**Policy**”) sets out the approach to achieve diversity on the Board.

#### 2. Vision and Policy Statement

The Company believes that a diverse board will include and make good use of the difference in skills, experience and cultural and educational background, geographical, industry and professional experience, ethnicity, gender, age, knowledge and length of service and other qualities of the members of the Board. These differences will be considered in determining the optimum composition of the Board and all Board appointments will be based on merit, having due regard to the overall effective function of the Board as a whole.

#### 3. Measurable Objectives

The Board will annually discuss and agree on the relevant measurable objectives for achieving diversity on the Board and make recommendations for adoption. The ultimate decision will be based on merit against objective criteria and with due regard to the benefits of diversity on the Board.

#### 4. Monitoring

The Board will monitor the implementation of the Policy and discuss the progress and achievement of the measurable objectives for achieving diversity under the Policy.

**5. Review of this Policy**

The Board will review the Policy, as appropriate, to ensure the effectiveness of the Policy. The Board will discuss and approve any revisions that may be required.

**6. Disclosure of the policy**

The Policy will be published on the Company's website (<http://www.hspharm.com>) for public information.