



JACOBIO PHARMACEUTICALS GROUP CO., LTD.

加科思藥業集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock Code: 1167)

(股份代號：1167)

Board Diversity Policy

董事會成員多元化政策

JACOBIO PHARMACEUTICALS GROUP CO., LTD.
加科思藥業集團有限公司
(the “Company”)
(「本公司」)

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(中文本為翻譯稿，僅供參考用)

1. Purpose

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

目的

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

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

願景

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

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 and the contribution which the selected candidates will bring into the Board while taking into account diversity (including gender diversity).

政策聲明

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及董事候選人對董事會的貢獻為原則，並考慮多元化(包括性別多元化)。

The Company aims to build and maintain a Board with a diversity of Directors. The Nomination Committee will review at least 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 skills, professional experience, educational background, knowledge, expertise, culture, independence, age and gender.

本公司志在建立及維持董事會具備多元化。提名委員會將至少每年檢討董事會的架構、人數及組成，並在適當情況下就任何為配合本公司的公司策略而擬對董事會作出的變動提出建議。在檢討及評估董事會組成時，提名委員會將會考慮多項因素，包括但不限於技能、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

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.

5. Review of this Policy

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.

Adopted on November 30, 2020

監察及匯報

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。

檢討本政策

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。

於2020年11月30日採納