



WuXi XDC Cayman Inc.

藥明合聯生物技術有限公司*

(the “Company”)

(「本公司」)

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock Code 股份代號：2268)

Board Diversity Policy

董事會成員多元化政策

* *For identification purpose only*
僅供識別

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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本公司的表現素質的裨益。

3. Policy Statement

政策聲明

A truly diverse Board shall 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。本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)。

The Company aims to build and maintain a Board with a diversity of Directors mix, to ensure an appropriate balance in terms of 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的董事組合，以確保無論在技能、專業經驗、教育背景、知識、專才、文化、獨立性、年齡及性別均取得適當平衡。

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4. Monitoring and Reporting

The nomination committee of the Company (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 and evaluate the execution of this Policy and the numerical targets and timelines.

5. Review of this Policy

The Nomination Committee will review the implementation and effectiveness of this Policy at least on an annual basis, 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 October 30, 2023

監察及匯報

本公司提名委員會(「**提名委員會**」)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，並監察和評估本政策的執行及可計量目標的進度。

檢討本政策

為確保本政策行之有效，提名委員會至少每年檢討本政策的實施及有效性。提名委員會將會討論任何需對本政策作出的修訂，並向董事會提出任何需作出的修訂建議，供董事會考慮及通過。

於2023年10月30日採納