

ASCLETIS PHARMA INC.

歌礼制药有限公司

(incorporated in the Cayman Islands with limited liability)

(Stock Code: 1672)

BOARD DIVERSITY POLICY

1. PURPOSE

Ascletis Pharma Inc. (the “**Company**”) recognises the importance of diversity to corporate governance and the board effectiveness.

The purpose of this policy is to set out the basic principles to be followed to ensure that the board of directors (the “**Board**”) has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance.

2. NOMINATION AND APPOINTMENTS

Board nomination and appointments will continue to be made on merit basis based on the Company’s business needs from time to time while taking into account diversity.

The nomination committee of the Company (the “**Nomination Committee**”) has primary responsibility for identifying suitably qualified candidates to become members of the Board and shall give adequate consideration to this policy in the selection of Board candidates.

3. MEASURABLE OBJECTIVES

Selection of Board candidates shall be based on a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, ethnicity, language, cultural background, educational background, industry experience and professional experience.

4. MONITORING AND REPORTING

The Nomination Committee is responsible for reviewing this policy, developing and reviewing measurable objectives for implementing the policy and monitoring the progress on achieving these objectives.

The Nomination Committee shall review this policy and the measurable objectives at least annually to ensure the continued effectiveness of the Board.

5. DISCLOSURE OF THIS POLICY

A summary of this policy, including any measurable objectives that it has set for implementing this policy, and progress on achieving those objectives will be disclosed in the Company's annual report and/or as required under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.