



Sinco Pharmaceuticals Holdings Limited

(THE “COMPANY”)

兴科蓉医药控股有限公司 (“本公司”)

(Incorporated under the laws of the Cayman Islands with limited liability)

BOARD DIVERSITY POLICY (this “Policy”)

First adoption date: 1 February 2016

Validity: Continuous (until further notice)

The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor.

The Company continuously seeks to enhance the effectiveness of its board of directors (“**Board**”) by maintaining the highest standards of corporate governance and recognizing and embracing the benefits of diversity in the boardroom. The Company sees diversity as a wide concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including skills, regional and industry experience, background, race, gender and other qualities etc. In forming its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

The Company endeavours to ensure that its Board has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy and to maximize the Board’s effectiveness.

Board appointments will continue to be made on a merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to serve its shareholders and other stakeholders going forward.

The Board will give adequate consideration to this Policy when it identifies suitably qualified candidates to become members of the Board.

The Board will review this Policy on a regular basis to ensure its continued effectiveness. In addition, the Company will disclose details of this Policy, and any measurable objectives it has set itself in this regard, in the Corporate Governance Report set out in its Annual Report.