

(Effective from 28 December 2018 and in replacement of the Board Diversity Policy adopted on 13 June 2014)

(自 2018 年 12 月 28 日起生效并取代于 2014 年 6 月 13 日採納的董事會成員多元化政策)

Century Sage Scientific Holdings Limited

世紀睿科控股有限公司

Board Diversity Policy

董事會成員多元化政策

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(the “Company” and “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

本公司明白并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 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并善用董事于技能、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為原則，并考慮多元化(包括性別多元化)。

4. Nomination and Appointments

The nomination committee (the “**Nomination Committee**”) of the Board has primary responsibility for identifying candidates, formulating selection standards and procedures, and examining candidates for directors and senior management of the Company, and providing recommendations on the selection. The Nomination Committee of the Board will articulate the benefits of diversity, including gender diversity, and the importance of being able to attract, retain and motivate employees from the widest possible pool of available talent.

5. Measurable Objectives

- 5.1 The Nomination Committee of the Board will discuss and agree annually measurable objectives for implementing diversity on the Board, including but not limited to gender, age, cultural and educational background, race, professional experience, skills, knowledge and length of service, and recommend them to the Board for adoption.

The Nomination Committee of the Board will also ensure that recruitment and selection procedures of director candidates are appropriately structured so that a diverse range of candidates are considered by the Company.

- 5.2 The Company will review annually on its diversity, including the gender proportion of the Board, senior management and staff, and monitor the progress on achieving these diversity objectives.

- 5.3 The Company aims to build and maintain a Board with a diversity of Directors, in terms of skills, experience, knowledge, expertise, culture, independence, age and gender.

6. Monitoring and Reporting

提名及委任

董事會的提名委員會（“**提名委員會**”）主要負責制定本公司董事和高級管理人員的人選、選拔標準和程序，進行選擇并提出建議。提名委員會將說明多元化（包括性別多元化）的益處，以及闡明能夠在最大程度上招攬各類不同人才并加以留聘及激勵員工的重要性。

可計量目標

董事會的提名委員會每年會討論及同意用作推行董事會多元化的可計量目標，包括但不限于性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務年限，並會建議董事會採納該等可計量目標及每年于企業管治報告內披露達標的情況。

提名委員會亦將確保董事候選人的招聘及甄選均按適當的架構車翰徐進行，以便能招徠多元背景的人選供公司委聘。

公司每年會評估自身的多元化狀況，包括董事會、高級管理層及職員的性別占比，以及實現多元化目標的進展。

公司志在建立及維持董事會具備多元化的董事，無論在技能、經驗、知識、專才、文化、獨立性、年齡及性別。

監察及匯報

The Nomination Committee will report annually, in the corporate governance report, on the Board's composition under diversified perspectives, review measurable objectives for implementing this Policy and monitor the progress on achieving these measurable objectives.

7. 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.

8. Disclosure of this Policy

8.1 This Policy will be published on the Company's website for public information.

8.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the corporate governance report.

Adopted on 28 December 2018 (in replacement of the Policy adopted on 13 June 2014)

提名委員會將於每年《企業管治報告》內匯報董事會依據多元化層面的組合，檢討可計量目標，以確保本政策的執行，并檢查可計量目標的實現季度。

檢討本政策

為確保本政策行之有效，提名委員會將于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，并向董事會提出修訂建議，供董事會考慮及通過。

披露本政策

本政策登載在本公司網站供公眾查閱。

本政策的概要及為執行本政策而制定的可計量目標和達標進度將每年在《企業管治報告》內披露。

於 2018 年 12 月 28 日採納并取代于 2014 年 6 月 13 日生效之政策