

WuXi AppTec Co., Ltd.
(the “Company”)

BOARD DIVERSITY POLICY

1 PURPOSE

- 1.1 The Policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “**Board**”).

2 GENERAL POLICY

- 2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.
- 2.2 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.
- 2.3 The Company commits to selecting the best person for the role. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural background and ethnicity, in addition to educational background, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition (including gender, age and length of service) will be disclosed in the Corporate Governance Report annually.

3 MONITORING AND REPORTING

- 3.1 The Nomination Committee of the Company (the “**Nomination Committee**”) will report annually, in the Corporate Governance Report, on the Board’s composition under diversified perspectives, and monitor the implementation of the Policy.

4 REVIEW OF THE POLICY

- 4.1 The Nomination Committee will review the Policy, as appropriate, to ensure the effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

5 DISCLOSURE OF THE POLICY

- 5.1 The Policy will be published on the Company's website for public information. A summary of the Policy and any measurable objectives that it has set for implementing the Policy, and progress on achieving those objectives will be disclosed in the annual Corporate Governance Report.

6 OTHERS

- 6.1 The Policy will take effect from the date of listing of the Company on The Stock Exchange of Hong Kong Limited.