

ESSEX BIO-TECHNOLOGY LIMITED
(the “Company”)

Board Diversity Policy

Adopted at the Board Meeting on 7 March 2014.

1. Purpose

This policy (the “Policy”) sets out the approach to achieve diversity on the board of directors (the “Board”) of the Company.

2. Vision and Policy Statement

The Company has all long been devoting to implement the principle of balanced opportunity for its policy operation. It recognizes the benefits of board diversity and supports the principle that diversity can strengthen the performance of the Board, promote effective decision-making and better corporate governance and monitoring.

The Company believes that a diverse board will include and make good use of the difference in skills, experience and background, technical and industry experience, ethnicity, gender, age, nationality, knowledge and length of service and other qualities of the members of the Board. These factors will be considered in determining the optimum composition of the Board and all Board appointments will be based on merit, having due regard to the overall effective function of the Board as a whole.

The Nomination Committee of the Company reviews and assesses the composition of the Board and makes recommendation to the Board on the appointment of new directors of the Board (“Directors”). The Nomination Committee will also review the structure, size and diversity of the Board annually and make recommendations on any proposed changes to the Board to complement the Company’s corporate strategy.

3. Measurable Objectives

The Nomination Committee will discuss and agree annually the relevant measurable objectives for achieving diversity on the Board and make recommendations to the Board for adoption. The ultimate decision will be based on merit against objective criteria and with due regard for the benefits of diversity on the Board.

4. Monitoring and Reporting

The Nomination Committee will monitor the implementation of the Policy to ensure its effective implementation and report to the Board on the achievement of the measurable objectives for achieving diversity under this Policy.

5. Review of the Policy

The Nomination Committee will review the Policy, as appropriate, and make recommendations on any required changes to the Board for consideration and approval.

The Company will disclose details of the Policy in the Corporate Governance Report annually. The Policy will also be published on the website of the Company.