



NATURAL BEAUTY BIO-TECHNOLOGY LIMITED
自然美生物科技有限公司
(Incorporated in the Cayman Islands with limited liability)
(the “Company”)

BOARD DIVERSITY POLICY

(Adopted and revised by the Company pursuant to resolutions of the board of directors passed on 1 September 2013 and 14 December 2018 respectively)

1. Purpose

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

2. Values Statement

- We view diversity as a business imperative, which contributes to the achievement of our strategic objectives/plan;
- We believe diversity is important to Board effectiveness because it fuels creativity and innovation by encouraging a diversity of perspectives;
- We commit that appointments to the Board will be based on merit as well as complementing and expanding the skills, knowledge and experience of the Board as a whole;
- We recognise and embrace the benefits of having a diverse Board, and see enhancing diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender, independence and other qualities of Directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately; and
- We believes that greater diversity of directors is good for corporate governance and is committed to the following:-
 - attract and retain candidate(s) for Board with a combination of competencies from the widest possible pool of available talent;
 - To maintain a Board with diversity perspectives at all levels, in particular, those are aligning with the Company’s strategy and objectives;
 - To assess regularly the diversity profile of the Board and, where applicable, senior management prepared for Board positions under the succession planning of the Company and the progress on achieving diversity objectives, if any;
 - To ensure that the selection and nomination of Board positions are appropriately structured so that a diverse range of candidates can be considered; and
 - To set up appropriate procedures for development of a broader and more diverse pool of skilled and experienced senior management that would be prepared for Board positions;
 - To ensure that changes to the Board’s composition can be managed without undue disruption.

3. Nominations and Appointments

The Nomination Committee is responsible for:

- Assessing the appropriate mix of skills, experience, expertise and diversity required on the Board based on current and projected future activities of the Company, and the extent to which the required skills, experience, expertise and diversity are represented on the Board;
- Overseeing Board succession to maintain an appropriate mix of skills, experience, expertise and diversity on the Board;
- Monitoring, reviewing and reporting to the Board on Board diversity; and
- Managing the process of recruiting new directors, including: defining the requisite qualifications, skills, experience, and expertise; identifying candidates; reviewing and interviewing candidates; and making recommendations to the Board.

4. Measureable Objectives

- Appointments will be based on merit, but with due regard for the benefits of diversity on the Board, including gender and age;
- We will review our board composition in terms of the size of the Board, and the number of non-executive directors and executive directors in relation to the overall Board; and
- Our Board aspires to having an appropriate proportion of directors who have direct experience in our key markets, with different ethnic backgrounds, of both genders, reflecting our business strategy.

5. Support Structures

- On an annual basis, we will review the need for diversity training for our directors. This will include orientation on diversity-related issues for new directors and strengthening the knowledge/skills of existing directors to ensure that our diversity goals are met.

6. Monitoring, Tracking and Reporting

- The Nomination Committee will conduct an annual review of this policy (which will include a review of the effectiveness of the policy), discuss any required changes with the Board and ensure that any revisions to this policy are approved by the Board.

7. Disclosure

- A summary of this Policy, together with the measureable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report set out in its Annual Report.