

DIRECTORS AND SENIOR MANAGEMENT

BOARD OF DIRECTORS

Our Board consists of nine Directors, comprising six executive Directors and three independent non-executive Directors. The table below sets forth certain information of each of our Directors:

Name	Age	Position	Date of joining our Group	Date of appointment as Director	Roles and responsibilities
Mr. Kevin Sing Ye (葉宇翔)	52	Executive Director and chairman of the Board	July 2004	June 28, 2007	Responsible for the strategic planning, business development and overall management of our Group
Mr. Ye Chen Hai (葉澄海)	83	Executive Director	November 1998	June 28, 2007 ⁽¹⁾	Responsible for the strategic planning of our Group
Mr. Yan Jie (顏傑)	53	Executive Director and general manager	August 2006	February 9, 2018	Responsible for the general management, administration and operations of our Group
Mr. Yang Jianfeng (楊健鋒)	50	Executive Director and secretary to the Board	January 2006	August 20, 2010	Responsible for the corporate governance and information disclosure of our Group
Ms. Eastine Chen (陳茜渝)	29	Executive Director and senior project manager	July 2023	December 28, 2023	Responsible for the formulation of corporate strategies and business development of our Group
Dr. Xu Wenjie (許文傑)	47	Executive Director	July 2009	January 16, 2026	Responsible for the formulation of corporate and business strategies of our Group and employee representation
Mr. Zhu Houjia (朱厚佳)	60	Independent non-executive Director	April 2021	April 19, 2021	Responsible for providing independent advice to our Board
Professor Chen Youhai Harry (陳有海)	63	Independent non-executive Director	February 2026	February 6, 2026	Responsible for providing independent advice to our Board
Ms. Chen Cong (陳叢)	41	Independent non-executive Director	February 2026	February 6, 2026	Responsible for providing independent advice to our Board

Note:

- (1) Mr. Ye has been a Director since founding our Company. This date represents the date of his appointment as a Director following our Company’s conversion into a joint stock company with limited liability in June 2007.

Executive Directors

Mr. Kevin Sing Ye (葉宇翔), aged 52, has been a Director and the chairman of our Board since June 2007 and September 2022, respectively, and will be redesignated as an executive Director with effect from the [REDACTED]. Mr. Kevin Ye is primarily responsible for the strategic planning, business development and overall management of our Group. He is the son of Mr. Ye Chen Hai, our founder and an executive Director.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Kevin Ye also holds the following positions in other members of our Group:

Other members of the Group (relationship with the Group)	Positions held with other members of the Group	Date of appointment
Salubris Medtech (a non-wholly-owned subsidiary) . . .	Chairman of the board	December 2020
	General Manager	October 2022
Salubris Biotech Holdings Ltd. (a wholly-owned subsidiary)	Executive director	March 2021
Salubris Bio (a non-wholly-owned subsidiary)	Executive director	November 2020

Mr. Kevin Ye has more than 20 years of experience in the pharmaceutical industry. He joined our Group in July 2004 and became a Director in June 2007. He served as our general manager from May 2007 to September 2022 and has been the chairman of our Board since September 2022. Mr. Kevin Ye currently also serves as director of Premia Partners Company Limited, vice president of Shenzhen Hi-tech Industry Association, vice chairman of Renmin University of China Education Foundation, founding president of Yale Club of Shenzhen, founding president of Yale Healthcare Club of China, and is a member of the Yale SOM Board of Advisors and the Yale Asia Development Council.

Mr. Kevin Ye received his bachelor’s degree in business administration from the University of Michigan in the United States in April 1998 and master’s degree in business administration from Yale University in the United States in May 2004.

Mr. Ye Chen Hai (葉澄海), aged 83, is the founder of our Company. Mr. Ye has been a Director since founding our Company and will be redesignated as an executive Director with effect from the [REDACTED]. Mr. Ye is primarily responsible for the strategic planning of our Group. He is the father of Mr. Kevin Ye, an executive Director and the chairman of our Board, and the grandfather of Ms. Eastine Chen, an executive Director.

Mr. Ye founded our Company in November 1998 and served as our general manager from our founding until January 2007. He served as chairman of our Board from the founding of our Company until September 2022 and has been our honorary chairman for life since September 2022. Mr. Ye also currently serves as the chairman of the board of Salubris HK and as director of Mei Zhou, each being one of our Controlling Shareholders, and as chairman of the board of First Priority Holding Limited (第一產業集團有限公司), a company primarily engaged in the investment, development, and operation of logistics industrial parks, engineering construction, asset management and property management.

Mr. Ye has almost 40 years of experience in the pharmaceutical industry. Prior to founding our Company, Mr. Ye also founded Shenzhen Haibin Pharmaceutical Co., Ltd. (深圳市海濱製藥有限公司, formerly known as 深圳海濱製藥有限公司) in August 1989.

Mr. Ye received his bachelor’s degree in international politics from Renmin University of China (中國人民大學) in 1968.

Mr. Yan Jie (顏傑), aged 53, has been a Director and the general manager of our Company since February 2018 and September 2022, respectively, and will be redesignated as an executive Director with effect from the [REDACTED]. Mr. Yan is primarily responsible for the general management, administration and operations of our Group. He has also been a director of Salubris Medtech since December 2020.

DIRECTORS AND SENIOR MANAGEMENT

Mr. Yan has more than 20 years of experience in pharmaceutical management. Mr. Yan joined our Group in August 2006 and several management positions at our quality and quality control department until May 2007. He then served as deputy director of two of our pharmaceutical factories from June 2007 to September 2013 and as deputy general manager and standing deputy general manager of our Company from October 2013 until his appointment as our general manager in September 2022. From January 2015 to July 2024, he held various management positions overseeing and managing pharmaceutical-related R&D.

Mr. Yan received his bachelor’s degree in pharmacy from Shandong University Cheeloo College of Medicine (山東大學齊魯醫學院) (formerly known as Shandong Medical University (山東醫科大學)) in China in July 1997 and his master’s degree in pharmaceutical analysis from Shenyang Pharmaceutical University (瀋陽藥科大學) in China in July 2000. Mr. Yan is a chief pharmacist (主任藥師) and a licensed pharmacist in China.

Mr. Yang Jianfeng (楊健鋒), aged 50, has been a Director since August 2010 and will be redesignated as an executive Director with effect from the [REDACTED]. Mr. Yang has also been the secretary to our Board since October 2007. He is primarily responsible for the corporate governance and information disclosure of our Group.

Mr. Yang has more than 20 years of experience in management and administration. Mr. Yang joined our Group in January 2006 and served as head of administration and human resources until September 2007.

After completing his undergraduate studies majoring in law, Mr. Yang graduated from Sun Yat-sen University (中山大學) in China in December 2004.

Ms. Eastine Chen (陳茜渝), aged 29, has been a Director since December 2023 and will be redesignated as an executive Director with effect from the [REDACTED]. She has been a senior project manager of the Company since July 2026 and an executive director of Splendris International Limited (諾泰國際有限公司), a wholly-owned subsidiary of the Company, since June 2024. Ms. Chen is primarily responsible for the formulation of corporate strategies and business development of our Group. Ms. Chen is the granddaughter of Mr. Ye Chen Hai, our founder and an executive Director.

Ms. Chen received her bachelor of arts degree in economics from the University of Southern California in the United States in May 2019, and her double degrees in master of management from Yale University in the United States and HEC Paris Business School in France in May 2023.

Dr. Xu Wenjie (許文傑), aged 47, has been a Director since January 2026 and will be redesignated as an executive Director with effect from the [REDACTED]. Dr. Xu is primarily responsible for the formulation of corporate and business strategies of our Group and employee representation.

Dr. Xu joined our Group in July 2009 and has been a director of the research institute since July 2024. He has also been an executive director of Salubris (Chengdu) Biotechnology Co., Ltd.* (信立泰(成都)生物技術有限公司), a wholly-owned subsidiary of our Group, since February 2024.

Dr. Xu is a senior engineer in pharmaceutical technology and has 16 years of experience in drug development. He has also led the development of multiple innovative drugs and is the primary inventor of the core patents for XinChaoTuo, our new cardiovascular disease drug.

Dr. Xu received his PhD in hydrobiology from Jinan University (暨南大學) in China in June 2009. Dr. Xu is a Shenzhen High Level Talent (深圳高層次人才).

DIRECTORS AND SENIOR MANAGEMENT

Independent Non-Executive Directors

Mr. Zhu Houjia (朱厚佳), aged 60, has been an independent Director since April 2021 and will be redesignated as an independent non-executive Director with effect from the [REDACTED]. Mr. Zhu is primarily responsible for providing independent advice to our Board.

Mr. Zhu has served as deputy director of Shenzhen Zhongfa Certified Public Accountants’ Firm (General Partnership)* (深圳中法會計師事務所(普通合夥)) since June 2016. He has been serving as supervisor of Shenzhen Rural Commercial Bank Co., Ltd.* (深圳農村商業銀行股份有限公司) since October 2021, and as an independent director of Shenzhen Yinzhi Technology Co., Ltd.* (深圳市銀之傑科技股份有限公司) and Sichuan Meifeng Chemical Co., Ltd.* (四川美豐化工股份有限公司) since May 2020 and March 2019, respectively.

Mr. Zhu was a director of Shenzhen Tongren Certified Public Accountants Co., Ltd. (深圳同人會計師事務所有限公司, “Shenzhen Tongren”), an accounting firm incorporated in the PRC before its business licenses was revoked on April 1, 2024 following the personal actions of its authorized representative. Mr. Zhu confirmed that there was no judgment or findings of fraud, dishonesty, or any misconduct or wrongful act on his part involved in the revocation of the business license of Shenzhen Tongren. To the best of Mr. Zhu’s knowledge, information and belief, Shenzhen Tongren was solvent when its business license was revoked, and as of the Latest Practicable Date, there was no outstanding liability or ongoing claim or litigation against him in his capacity as a director prior to the revocation.

Mr. Zhu received his bachelor’s and master’s degrees in economics from Hangzhou Dianzi University (杭州電子科技大學) (formerly known as Hangzhou Institute of Electrical Engineering (杭州電子工業學院)) in China in July 1987 and June 1990, respectively. Mr. Zhu is a Chartered Public Accountant in China.

Professor Chen Youhai Harry (陳有海), aged 63, has been an independent Director since February 6, 2026 and will be redesignated as an independent non-executive Director with effect from the [REDACTED]. Professor Chen is primarily responsible for providing independent advice to our Board.

Professor Chen is currently a chair professor of, and the dean of the College of Pharmacy of, Shenzhen University of Advanced Technology (深圳理工大學), director of the Cancer Immunology Research Center of the Shenzhen Institutes of Advanced Technology, Chinese Academy of Sciences (中國科學院深圳先進技術研究院醫藥所所癌症免疫研究中心), and Professor Emeritus of pathology and laboratory medicine at the University of Pennsylvania. From December 1995 to September 2020, he held various professorships at the University of Pennsylvania.

Professor Chen received his bachelor’s degree in dentistry and master’s degree in immunology from Shandong University (山東大學) in China in 1983 and 1986, respectively, and his PhD in immunology from the University of Manitoba in Canada in 1993. Professor Chen completed his post-doctorate fellowship at Harvard Medical School from April 1993 to November 1995.

Professor Chen is a member of Academia Europaea, a fellow of the American Institute of Medical and Biological Engineering, an elected member of the Henry Kunkel Society, and a recipient of the Colyton Prize for scientific achievement.

Ms. Chen Cong (陳叢), aged 41, has been an independent Director since February 6, 2026 and will be redesignated as an independent non-executive Director with effect from the [REDACTED]. Ms. Chen is primarily responsible for providing independent advice to our Board.

DIRECTORS AND SENIOR MANAGEMENT

Ms. Chen has 20 years of experience in capital markets, strategic and financial planning, business development, and corporate governance. She founded Lumas Partners in July 2025 and serves as its chief executive officer, with her clientele including leading Chinese medical device and immunotherapy companies.

Prior to joining our Group, Ms. Chen worked at Hong Kong Exchanges and Clearing Limited from October 2018 to June 2025, where she held various leadership positions, including as head of China Issuer Services of Issuer Services, Market Development, managing director of the Innovation and Data Lab, managing director at the chief executive officer office, and head of international business relations. Prior to that, Ms. Chen worked at HSBC Markets (Asia) Limited from March 2010 to October 2018, culminating in her role as a director. From June 2006 to January 2010, Ms. Chen worked as an analyst in the investment banking division of Merrill Lynch (Asia Pacific) Ltd in Hong Kong.

Ms. Chen received her bachelor’s degree in engineering from the University of California, Berkeley in the United States in May 2007.

Confirmation from our Directors

Rule 3.09D of the Listing Rules

Each of our Directors has confirmed that he or she (i) has obtained the legal advice referred to under Rule 3.09D of the Listing Rules in January 2026, and (ii) understands his or her obligations as a director of a [REDACTED] under the Listing Rules.

Rule 3.13 of the Listing Rules

Each of our independent non-executive Directors has confirmed (i) his or her independence as regards each of the factors referred to in Rules 3.13(1) to (8) of the Listing Rules, (ii) he or she has no past or present financial or other interest in the business of the Company or its subsidiaries or any connection with any core connected person of the Company under the Listing Rules as of the Latest Practicable Date, and (iii) that there are no other factors that may affect his or her independence at the time of his or her appointments.

Disclosure under Rule 8.10(2) of the Listing Rules

As of the Latest Practicable Date, none of our Directors (other than our independent non-executive Directors) had an interest in any business which competes or is likely to compete (either directly or indirectly) with our business and would require disclosure under Rule 8.10(2) of the Listing Rules.

General

Save as disclosed in this section and the sections headed “Substantial Shareholders” and “Relationship with our Controlling Shareholders” in this document, none of our Directors is related to other Directors, members of senior management, substantial shareholders or Controlling Shareholders of our Company. Save as disclosed in this section, (i) none of our Directors held any directorships in public companies, the securities of which are listed on any securities market in Hong Kong or overseas in the last three years immediately preceding the Latest Practicable Date; and (ii) to the best of the knowledge, information and belief of our Directors and having made all reasonable inquiries, there were no other matters with respect to the appointment of our Directors that need to be brought to the attention of the Shareholders and there was no information relating to our Directors that is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

DIRECTORS AND SENIOR MANAGEMENT

SENIOR MANAGEMENT

The senior management team of our Group (other than our executive Directors whose details have been set out in the preceding sub-section) and the details of their experience are as follows:

Name	Age	Position	Date of joining our Group	Date of appointment as senior management	Roles and responsibilities
Mr. Yan Jie (顏傑)	53	Executive Director and general manager	August 2006	September 23, 2022	Responsible for the general management, administration and operations of our Group
Mr. Yang Jianfeng (楊健鋒)	50	Executive Director and secretary to the Board	January 2006	October 21, 2007	Responsible for the corporate governance and information disclosure of our Group
Ms. Zhao Songping (趙松萍)	56	Deputy general manager	August 2007	December 13, 2016	Responsible for overseeing the market access of our pharmaceutical products
Mr. Chen Ping (陳平)	55	Deputy general manager	June 2000	June 28, 2007	Overseeing the quality control and assurance of our Group
Ms. Kong Yun (孔雲)	53	Head of finance	October 2021	December 30, 2021	Financial management, accounting and reporting

Mr. Yan Jie (顏傑) is an executive Director and the general manager of our Company. For the biographical details of Mr. Yan, see the sub-section headed “—Board of Directors— Executive Directors” above.

Mr. Yang Jianfeng (楊健鋒) is an executive Director and the secretary to our Board. For the biographical details of Mr. Yang, see the sub-section headed “—Board of Directors— Executive Directors” above.

Ms. Zhao Songping (趙松萍), aged 56, has been the deputy general manager of our Company since December 2016. Ms. Zhao is primarily responsible for overseeing the market access of our pharmaceutical products. She has also served as director of Salubris Medtech since December 2020.

Ms. Zhao joined our Group in August 2007 and served as our regional sales director until March 2015. From April 2015 to December 2024, Ms. Zhao served successively as standing deputy general manager and general manager of our new products and specialty drugs headquarters.

Ms. Zhao received her bachelor’s degree in clinical medicine from Harbin Medical University (哈爾濱醫科大學) in China in June 1993 and a diploma in management from China Europe International Business School (中歐國際工商學院) in 2005.

Mr. Chen Ping (陳平), aged 55, has been the deputy general manager of our Company since June 2007. Mr. Chen is primarily responsible for the quality management of our Group. He has also been a director of Huizhou Salubris since March 2011.

Mr. Chen has more than 25 years of experience in pharmaceutical manufacturing and quality control. He joined our Group in June 2000 and served successively as manager of our quality assurance department, deputy chief engineer, deputy factory director, and factory director until May 2007. He has been serving as our deputy general manager since June 2007. He was in charge of our

DIRECTORS AND SENIOR MANAGEMENT

manufacturing system from June 2007 to December 2023 and has taken over the overall quality management of our Group since January 2024. Between February 2015 and November 2017 and from February 2021 onwards, he has been serving as our quality manager and Qualified Person (質量受權人).

Mr. Chen has been a deputy director of the Qualified Person Committee for Chemical Drugs of the Guangdong Pharmaceutical Association since April 2025 and a member of the third council of the Shenzhen Pingshan District Charity Association since December 2023.

Mr. Chen received his bachelor’s degree in chemical pharmaceuticals from East China University of Science and Technology (華東理工大學) (formerly known as East China Institute of Chemical Technology (華東化工學院)) in China in July 1992 and master’s degree in business administration from Sichuan University (四川大學) in December 2009.

Ms. Kong Yun (孔雲) (former name: Kong Yun (孔滙)), aged 53, joined our finance department in October 2021 and has been our head of finance since December 2021. She is primarily responsible for the financial management, accounting and reporting of our Group.

Ms. Kong has more than 20 years of experience in financial management. Prior to joining our Group, Ms. Kong served as a fund manager at Shenzhen Zhongdao Asset Management Co., Ltd.* (深圳市中道資產管理有限公司) from May 2016 to September 2021, and prior to that, as manager of the finance department of Shenzhen Hepalink Pharmaceutical Group Co., Ltd. (深圳市海普瑞藥業集團股份有限公司) from December 2006 to May 2010 and as its finance director from June 2010 to April 2016.

Ms. Kong received her bachelor’s degree in auditing from Wuhan University (武漢大學) in China in July 1994. She is a Chartered Public Accountant in China.

Confirmation from our Senior Management

Each of our senior management members has confirmed that: (1) he or she does not and has not held any other directorships in any other company listed in Hong Kong or overseas during the three years immediately preceding the Latest Practicable Date, and (2) he or she is not related to other Directors or members of senior management of our Company.

JOINT COMPANY SECRETARIES

Mr. Yang Jianfeng (楊健鋒) was appointed as a joint company secretary of our Company on January 21, 2026. For the biographical details of Mr. Yang, see the sub-section headed “—Board of Directors—Executive Directors” above.

Ms. Lam Mei Fun (林美芬) has been appointed as a joint company secretary of our Company on January 21, 2026. Ms. Lam is an assistant manager of Company Secretarial Services of Tricor Services Limited, a member of Vistra Group. Ms. Lam has over 10 years of experience in the corporate secretarial field. She has been providing professional corporate services to Hong Kong listed companies, private and offshore companies. Ms. Lam is a Chartered Secretary, a Chartered Governance Professional and an Associate of both The Hong Kong Chartered Governance Institute and The Chartered Governance Institute in the United Kingdom.

Ms. Lam received her bachelor of arts degree in Contemporary English Studies from Lingnan University in Hong Kong in 2011.

DIRECTORS AND SENIOR MANAGEMENT

COMMITTEES UNDER THE BOARD OF DIRECTORS

We have established the following committees under our Board of Directors: Audit Committee, Remuneration Committee and Nomination Committee. The committees operate in accordance with their respective terms of reference established by our Board.

Audit Committee

We have established the Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Audit Committee consists of Mr. Zhu Houjia, Professor Chen Youhai Harry and Ms. Chen Cong. The chairperson of the Audit Committee is Mr. Zhu Houjia.

The primary duties of the Audit Committee are to consider issues in relation to the external auditors and their appointments, oversee the financial reporting system, risk management and internal control system of our Group, review the financial information of our Group and review policies and practices in relation to corporate governance.

Remuneration Committee

We have established the Remuneration Committee with written terms of reference in compliance with Rule 3.25 of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Remuneration Committee consists of Mr. Kevin Sing Ye, Professor Chen Youhai Harry and Ms. Chen Cong. The chairperson of the Remuneration Committee is Professor Chen Youhai Harry.

The primary duties of the Remuneration Committee are to review the remuneration policies and make recommendations to the Board on the remuneration package of our Directors and other senior management.

Nomination Committee

We have established the Nomination Committee with written terms of reference in compliance with Rule 3.27A of the Listing Rules and the Corporate Governance Code as set out in Appendix C1 to the Listing Rules. The Nomination Committee consists of Mr. Kevin Sing Ye, Ms. Chen Cong and Mr. Zhu Houjia. The chairperson of the Nomination Committee is Ms. Chen Cong.

The primary duties of the Nomination Committee are to assess and make recommendations on the candidates, procedures and criteria for the appointment of directors and senior management of our Company, review the structure, size and composition of the Board and assess the independence of the independent non-executive Directors.

REMUNERATION

Our Directors and senior management members receive compensation in the form of salaries, wages, benefits in kind, bonuses, pension scheme contributions and share-based payment expenses from our Company subject to applicable laws, rules and regulations. For details of the service contracts that we have entered into with our Directors, see the section headed “Statutory and General Information—C. Further Information about Our Directors and Substantial Shareholders—2. Particulars of Service Contracts and Appointment Letters” in Appendix VI to this document.

DIRECTORS AND SENIOR MANAGEMENT

Further information on the remuneration of our Directors and/or the five highest paid individuals during the Track Record Period is set out in the Accountants’ Report in Appendix I to this document, and in the section headed “Statutory and General Information—C. Further Information about Our Directors and Substantial Shareholders—3. Directors’ Remuneration” in Appendix VI to this document.

COMPLIANCE ADVISOR

We have appointed Anglo Chinese Corporate Finance, Limited as our compliance advisor upon [REDACTED] in compliance with Rule 3A.19 of the Listing Rules. The compliance advisor will provide us with guidance and advice as to compliance with the requirements under the Listing Rules and applicable Hong Kong laws. Pursuant to Rule 3A.23 of the Listing Rules, the compliance advisor will advise our Company, among others, in the following circumstances:

- (a) before the publication of any regulatory announcement, circular, or financial report;
- (b) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (c) where we propose to use the [REDACTED] of the [REDACTED] in a manner different from that detailed in this document or where the business activities, development or results of our Group deviate from any forecast, estimate or other information in this document; and
- (d) where the Hong Kong Stock Exchange makes an inquiry to our Company regarding unusual movements in the [REDACTED] or [REDACTED] of its [REDACTED] or any other matters in accordance with Rule 13.10 of the Listing Rules.

The term of appointment of the compliance advisor shall commence on the [REDACTED] and is expected to end on the date on which we comply with Rule 13.46 of the Listing Rules in respect of our financial results for the first full financial year commencing after the [REDACTED] and such appointment may be subject to extension by mutual agreement.

COMPLIANCE WITH CORPORATE GOVERNANCE CODE

We aim to achieve high standards of corporate governance which are crucial to our development and safeguard the interests of our Shareholders. In order to accomplish this, we expect to comply with the Corporate Governance Code set out in Appendix C1 to the Listing Rules after the [REDACTED].

Board Diversity Policy

We have adopted a board diversity policy (the “**Board Diversity Policy**”) which sets out the objective and approach to achieve diversity to strengthen the performance of our Board. Pursuant to the Board Diversity Policy, we seek to achieve diversity of our Board through the consideration of a number of factors when selecting candidates to our Board and determining the optimum composition of our Board, including but not limited to skills, experience, cultural and educational background, geographical, industry and professional experience, ethnicity, gender, age, knowledge and length of service.

DIRECTORS AND SENIOR MANAGEMENT

Our Directors have a balanced mix of knowledge and skills, including in pharmaceuticals, quality control, management, administration, finance, and strategic and financial planning. They obtained degrees in various areas such as business administration, international politics, pharmacy, law, economics, immunology and engineering. The ages of our Directors range from 28 to 82 years old.

Our Nomination Committee is responsible for reviewing the diversity of our Board. After the [REDACTED], our Nomination Committee will monitor the implementation of the Board Diversity Policy and review the Board Diversity Policy from time to time to ensure its effectiveness.