



## **CHINA BIOLOGIC PRODUCTS HOLDINGS, INC.**

### **COMPENSATION COMMITTEE CHARTER**

#### ***The Purpose of the Compensation Committee***

The purpose of the Compensation Committee of China Biologic Products Holdings, Inc. (the “Company”) is to discharge the responsibilities of the Company’s board of directors (the “Board”) relating to compensation of the Company’s executives and to oversee and advise the Board on the adoption of policies that govern the Company’s compensation programs, including share and benefit plans.

#### ***Membership and Structure***

The membership of the Compensation Committee shall consist of at least three directors, all of whom shall (a) meet the independence requirements established by the Board and applicable laws, regulations and listing requirements of The Nasdaq Stock Market, Inc. (the “Nasdaq”) (subject to any exceptions allowed by such rules and any waivers granted by such authorities); (b) be a “non-employee director” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934; and (c) be an “outside director” within the meaning of Section 162(m) of the Internal Revenue Code. The Board appoints the members of the Compensation Committee and the chairperson of the Compensation Committee. The Board may remove any member from the Compensation Committee at any time with or without cause.

#### ***Operations***

The Compensation Committee shall meet as often as it determines is appropriate to carry out its responsibilities under this Charter. The Compensation Committee will cause adequate minutes of all its proceedings to be kept, and will report on its actions and activities at the next quarterly meeting of the Board of Directors of the Company. Compensation Committee members will be furnished with copies of the minutes of each meeting and any action taken by unanimous consent. The Compensation Committee is governed by the same rules regarding meetings (including meetings by conference telephone or similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board of Directors of the Company. The Compensation Committee is authorized to adopt its own rules of procedure not inconsistent with (a) any provision of this Charter, (b) any provision of the memorandum and articles of association of the Company, or (c) the laws of the Cayman Islands.

#### ***Authority***

The Compensation Committee will have the resources and authority necessary to discharge its duties and responsibilities. The Compensation Committee has sole authority to retain and terminate any compensation consultant, legal counsel and other adviser retained to assist the Compensation Committee in determining the compensation of the Chief Executive Officer (the “CEO”) or senior executive officers, or other experts or consultants, as it deems appropriate, including sole authority to approve the firms’ fees and other retention

terms. The Compensation Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel and other adviser retained by the Compensation Committee. The Company will provide the Compensation Committee with appropriate funding, as the Compensation Committee determines, for the payment of compensation to any compensation consultant, legal counsel, and other adviser as it deems appropriate, and administrative expenses of the Compensation Committee that are necessary or appropriate in carrying out its duties.

Prior to selecting and receiving advice from a compensation consultant, legal counsel or other adviser (other than the Company's in-house legal counsel), the Compensation Committee must take into consideration the independence factors set forth in the applicable rules of the Securities and Exchange Commission and the listing standards of the Nasdaq. The Compensation Committee may retain, or receive advice from, any compensation consultant, legal counsel and other adviser it prefers, including advisers that are not independent, after considering the requisite independence factors. The Compensation Committee is not required to assess the independence of any compensation consultant, legal counsel and other adviser (i) that acts in a role limited to consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of executive officers or directors and that is generally available to all salaried employees or providing information that is not customized for a particular company or that is customized based on parameters that are not developed by the consultant or adviser, and about which the consultant or adviser does not provide advice. The Compensation Committee shall evaluate whether any compensation consultant, legal counsel and other adviser retained or to be retained by it has any conflict of interest in accordance with Item 407(e)(3)(iv) of Regulation S-K.

Any communications between the Compensation Committee and legal counsel in the course of obtaining legal advice will be considered privileged communications of the Company and the Compensation Committee will take all necessary steps to preserve the privileged nature of those communications.

The Compensation Committee may form and delegate authority to subcommittees and may delegate authority to one or more designated members of the Compensation Committee.

### ***Responsibilities***

Subject to the provisions of the Company's Corporate Governance Guidelines, the principal responsibilities and functions of the Compensation Committee are as follows:

1. Review the competitiveness of the Company's executive compensation programs to ensure (a) the attraction and retention of corporate officers, (b) the motivation of corporate officers to achieve the Company's business objectives, and (c) the alignment of the interests of key leadership with the long-term interests of the Company's shareholders.
2. Review trends in management compensation, oversee the development of new compensation plans, and, when necessary, approve the revision of existing plans.
3. Review and approve the compensation structure for corporate officers at the level of corporate vice president and above.
4. Oversee an evaluation of the performance of the Company's executive officers and approve the annual compensation, including salary, bonus, incentive and equity compensation, for the executive officers.
5. Review and approve the goals and objectives for the chairman of the Board (the "Chairman") and the CEO, evaluate Chairman and CEO performance in light of these corporate objectives, and set

Chairman and CEO compensation consistent with Company philosophy. The CEO may not be present during deliberations or voting concerning the CEO's compensation. The results of the Board's annual evaluation of the CEO's performance will be considered in setting CEO salary and other compensation.

6. Review and approve compensation packages for new corporate officers and termination packages for corporate officers as requested by management.

7. Review and discuss with the Board and senior officers plans for officer development and corporate succession plans for the CEO and other senior officers.

8. Review and make recommendations concerning long-term incentive compensation plans, including the use of equity-based plans. Except as otherwise delegated by the Board, the compensation committee will act on behalf of the Board as the "Committee" established to administer equity-based and employee benefit plans, and as such will discharge any responsibilities imposed on the Compensation Committee under those plans, including making and authorizing grants, in accordance with the terms of those plans.

9. Review periodic reports from management on matters relating to the Company's personnel appointments and practices.

10. Annually review and reassess the adequacy of, and make recommendations about changes to, this Charter.

11. Obtain or perform an annual evaluation of the Compensation Committee's performance and make applicable recommendations.

***Adopted by the Board of Directors on March 4, 2019***