Shandong Weigao Group Medical Polymer Company Limited

山東威高集團醫用高份子製品股份有限公司

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

(在中華人民共和國註冊成立的股份有限公司)

Board Diversity Policy

董事會成員多元化政策

Shandong Weigao Group Medical Polymer Company Limited
山東威高集團醫用高份子製品股份有限公司

(the "Company")
(「本公司」)

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(中文版本為翻譯稿，僅作參考之用)

1. **Purpose**

This Policy aims to set out the approach to achieve diversity on the Company's board (the "**Board**") of directors (the "**Directors**").

目的

本政策旨在載列本公司董事會（「**董事會**」）為達致董事（「**董事**」）成員多元化而採取的方針。

2. **Vision**

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

願景

本公司明白並深信董事會成員多元化對提升公司的表現素質的裨益。

3. **Policy Statement**

A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit while taking diversity (including gender diversity) into account.

政策聲明

一個真正多元化的董事會應包括並善用董事於技能、地區及行業經驗、背景、種族、性別及其他素質等方面之差異。本公司在制定董事會成員的最佳組合時將考慮上述的差異。所有董事會成員之任命均以用人唯才為原則，並考慮多元化（包括性別多元化）。

4. **Measurable Objectives**

The Company aims to build and maintain a Board with a diversity of Directors. The Nomination Committee will review at least annually the structure, size and composition of the Board and where appropriate, make recommendations on changes to the Board to complement the Company's corporate strategy, and the final decision will be based on a comprehensive assessment of merit and contribution that the Directors will bring to the Company. At the same time, the Company will ensure that the Board is not composed of a single gender. In relation to reviewing and assessing the Board composition, the Nomination Committee will consider a number of aspects, including but not limited to skills, professional experience, educational background, knowledge, expertise, culture, independence, age and gender.

If the Company has set any measurable objectives in respect of diversity, it will disclose those objectives and the progress of achieving the objectives on an annual basis in the corporate governance report set out in the annual report of the Company.

可計量目標

本公司志在建立及維持董事會具備多元化。提名委員會將每年檢討董事會的架構、人數及組成，並在適當情況下就任何 為配合本公司的公司策略而擬對董事會作出的變動提出建議，最終決定將視乎董事為本公司帶來的益處及貢獻綜合考量。同時，本公司將確保董事會並非屬單一性別。在檢討及評估董事會組成時，提名委員會將會考慮多項因素，包括但不限於技能、專業經驗、教育背景、知識、專才、 文化、獨立性、年齡及性別。

倘若本公司就多元化設定任何可計量目標，則每年在本公司年報刊載的《企業管治報告》內披露該等目標以及實現該目標的進度。

5. **Monitoring and Reporting**

The Nomination Committee will report annually, in the corporate governance report contained in the Company's annual report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

監察及匯報

提名委員會將於每年在本公司年報刊載的《企業管治報告》內匯報董事會依據多元化層面的組合，並監察本政策的執行。

6. **Review of this Policy**

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

檢討本政策

為確保本政策行之有效，提名委員會將於適當時候檢討本政策。提名委員會將會討論任何需對本政策作出的修訂，並向董事會提出修訂建議，供董事會考慮及通過。

Revised and adopted on 27 March 2026

於 2026 年 3 月 27 日修訂及採納