InnoScience (Suzhou) Technology Holding Co., Ltd.
英諾賽科(蘇州)科技股份有限公司
(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 2577)

BOARD AND EMPLOYEE DIVERSITY POLICY

CHAPTER I GENERAL PROVISIONS

Article 1 Pursuant to the relevant provisions of the Company Law of the People's Republic of China, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and other relevant laws, regulations, normative documents, the securities regulatory rules of the place where the Company's shares are listed, as well as the Articles of Association of InnoScience (Suzhou) Technology Holding Co., Ltd. (the "Articles of Association"), this Policy aims to set out guidelines for the nomination of directors by the board of directors (the "Board") of InnoScience (Suzhou) Technology Holding Co., Ltd. (the "Company") and the approach and policies adopted to achieve diversity among Board members and all employees (including senior management members).

Article 2 Diversity is one of the Group's core values. The Company respects the individual diversity of every employee, including but not limited to race, skin color, gender, religion, nationality, sexual orientation, or other legally protected identities. Employee diversity shall adhere to the principles of legal compliance, equality and inclusion, and equal pay for equal work.

CHAPTER II GENERAL REQUIREMENTS

Article 3 The appointments of all Board members and employees (including senior management members) shall be based on the principle of meritocracy. When considering candidates, due regard shall be given to the benefits of diversity (including gender diversity) among Board members and all employees (including senior management members), as a key element in the Company's efforts to attract, retain and motivate employees from the widest possible pool of available talents. The Company shall provide employees with diverse training and development opportunities to support their professional growth. Regardless of their backgrounds, all employees shall have equal access to programs such as professional skills training and management capability enhancement. The Company shall establish a fair and equitable remuneration system to ensure that pay levels are determined based on role value, individual capabilities and performance, rather than personal background factors, while offering diverse benefit packages to meet the needs of different employees. The Company shall also provide equal career development and promotion opportunities for employees, with capability and performance serving as the primary evaluation criteria, encouraging employees with diverse backgrounds to achieve their career goals within the Group, thereby fostering a diverse talent pipeline.

Article 4 The Board and the nomination committee of the Board (the "Nomination Committee") shall evaluate, select and recommend one or more candidates for appointment or re-appointment as directors to the Board by giving due consideration to various factors (collectively, the "Criteria"), while maintaining transparency regarding diversity. The Criteria include but are not limited to: (a) diversity perspectives, including but not limited to gender, age, cultural and educational background, professional experience, skills, regional and industry experience, race, knowledge and length of service; (b) qualifications, including accomplishment, experience and other professional credentials within the relevant industry pertinent to the Company's business; (c) commitment to the duties of the Board in respect of available time and dedication; (d) reputation for character and integrity; (e) the contribution the candidate can bring to the Board; and (f) one or more plans to ensure orderly succession of the Board. Final decision shall be based on the merits of the candidate and the contribution they can bring to the Board. The composition of the Board (including gender, age, and length of service) shall be disclosed annually in the Corporate Governance Report.

Other criteria include but are not limited to:

(I) direct experience in the Company's core markets;

(II) the ability to devote sufficient time and effort to the affairs of the Company;

(III) the ability to make a positive contribution to the development of the Company's strategies and policies by providing independent, constructive and well-informed opinions;

(IV) participation in meetings to exercise independent judgments on issues such as strategy, policy, performance, accountability, resources, key appointments and codes of conduct.

Article 5 In addition to the Criteria, the Board and the Nomination Committee shall evaluate and recommend one or more candidates for the positions of independent non-executive director of the Company by giving due consideration to various factors, including but not limited to the independence criteria and tenure requirements for independent non-executive directors as stipulated in the securities regulatory rules of the place where the Company's shares are listed.

Article 6 With a view to achieving a sustainable and balanced development, the Company regards increasing diversity at the Board level and among all employees (including senior management members) as an essential element in driving the attainment of its strategic objectives and maintaining sustainable development. The Company aims to establish and sustain diversity within the Board and among all employees (including senior management members), achieving balance across skills, professional experience, educational background, knowledge, expertise, culture, independence, age, gender and other aspects. The Company is committed to maintaining gender diversity within the Board and among all employees (including senior management members). In particular, the Company shall strive to ensure that the Board and senior management include at least one member of a different gender from that of the other members. The Nomination Committee shall use its best endeavors to identify and recommend female director candidates for consideration and appointment by the Board and shareholders, where appropriate. The Company has established diverse employee succession pathways and shall continue to prioritize the cultivation of female talents. Through promoting gender diversity in the recruitment of middle and senior management personnel, the Company provides female employees with greater development opportunities.

CHAPTER III PROCEDURES, MONITORING, REPORTING AND DISCLOSURE

Article 7 The Nomination Committee shall perform its duties in accordance with the procedures and requirements stipulated in this Policy, the Articles of Association, the securities regulatory rules of the place where the Company's shares are listed, and relevant laws and regulations, to evaluate and nominate candidates for directorship.

Article 8 The Nomination Committee shall periodically review this Policy to ensure its continued effectiveness. The Nomination Committee shall establish and implement formal procedures to appropriately monitor the implementation of this Policy. The Nomination Committee shall discuss and report on improvements and recommendations to the Board for its consideration and approval.

Article 9 The Nomination Committee shall annually assess the Company's diversity status, evaluate and report on the composition of the Board and all employees (including senior management members) in terms of diversity within the Corporate Governance Report, and monitor and report on the implementation of the Board diversity policy. The Nomination Committee shall discuss amendments to this Policy when necessary and submit the proposed amendments to the Board for approval.

Article 10 This Policy shall be published on the Company's website and the Stock Exchange's website for public access.

CHAPTER IV SUPPLEMENTARY PROVISIONS

Article 11 Unless otherwise specified, the terms used in this Policy shall have the same meanings as those terms in the Articles of Association.

Article 12 Matters not covered herein shall be governed by relevant national laws, administrative regulations, departmental rules and regulations, normative documents, the securities regulatory rules of the place where the Company's shares are listed, and the Articles of Association. In the event of any conflict between this Policy and provisions of laws, administrative regulations, departmental rules and regulations, normative documents or the securities regulatory rules of the place where the Company's shares are listed as promulgated from time to time, the provisions of such laws, administrative regulations, departmental rules and regulations, normative documents and the securities regulatory rules of the place where the Company's shares are listed shall prevail.

Article 13 This Policy shall take effect from the date of its approval by the Board of the Company.

Article 14 The Board of the Company shall have the power to interpret and amend this Policy.

The Board of Directors of
InnoScience (Suzhou) Technology Holding Co., Ltd.
September 2025