山東威高集團醫用高分子製品股份有限公司

Shandong Weigao Group Medical Polymer Company Limited *

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

(the "**Company**", together with its subsidiaries, the "**Group**")

WORKFORCE DIVERSITY POLICY

1. PURPOSE

1.1 This workforce diversity policy of the Company (the "**Policy**") aims to set out the approach to achieve diversity and inclusion in the Company's senior management and wider workforce ("**Workforce**").

2. VISION

2.1 The Company recognises and embraces the benefits of having a diverse and inclusive Workforce to enhance the quality of its performance, strengthen decision-making capabilities, and reduce cognitive biases, thereby improving the Company's ability in achieving sustainable business operations and enhancing shareholders' value.

2.2 Diversity and inclusion are core values of the Company. The Company is committed to establishing and maintaining a diverse and inclusive workplace that values, respects and treats every employee fairly, providing equal opportunities for all and creating an open and dynamic working environment where employees can demonstrate their talents and reach their full potential.

3. POLICY STATEMENT

3.1 With a view to achieving a sustainable and balanced development, the Company considers increasing diversity and inclusion at the Workforce level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. The Company values diversity and inclusion as fundamental drivers of innovation and growth.

3.2 In designing the composition of the Workforce, diversity has been considered from a wide range of aspects, including but not limited to gender, age, marital status, family status, ethnicity, race, religion, cultural and educational background, disability, sexual orientation, professional experience, skills, knowledge, length of service and any other factors that the nomination committee of the Company (the "Nomination Committee") may consider relevant and applicable from time to time.

3.3 All Workforce appointments will be based on merit, and candidates will be considered against objective criteria, having due regard to the benefits of diversity and the needs of the Company, without focusing on a single diversity aspect. Qualifications, experience, skills, potential and performance are the primary factors the Company considers in all employment-related decisions.

3.4 The Company will nurture employees with diverse backgrounds and extensive work experience and skills, with the aim of promoting them to the positions of senior management and directors in the future.

3.5 The Company is committed to providing equal opportunities in employment-related decisions, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, and career advancement. The Company strictly adheres to non-discriminatory employment practices and procedures and actively promotes diversity and inclusion measures, celebrating different perspectives and contributions.

3.6 The Company does not tolerate any form of discrimination, harassment, defamation or victimization in the workplace and/or any work-related situations and will take appropriate action (including disciplinary measures) in cases of any such conduct.

3.7 The Company is committed to providing a positive work environment that values the broad perspectives inherent in its diverse workforce and avoids all forms of discrimination or harassment. The Company ensures that every employee is treated with dignity.

3.8 This Policy applies to all aspects of employment, including recruitment and selection, professional development and training, compensation and benefits, performance evaluation, career advancement, transfer, dismissal and terms of employment.

4. MEASURABLE OBJECTIVES

4.1 The Company may, but is not required to, set measurable objectives for workforce diversity, such as numerical targets and timelines for achieving gender diversity or other diversity aspects.

4.2 Where the Company sets measurable objectives, these will be disclosed in the corporate governance report contained in the Company's annual report (the "Corporate Governance Report") annually, together with progress made towards achieving those objectives.

5. TRAINING AND DEVELOPMENT

5.1 The Company will enhance employee awareness of diversity and inclusion through regular training programs on diversity and inclusion related issues. The Company expects employees to be aware of and value the necessity of establishing a safe and healthy work environment,

ensuring that there is no discrimination, harassment or victimization in the workplace, and that all colleagues are treated with respect.

5.2 The Company will provide training and development opportunities to cater to the specific needs and career aspirations of different employees, with particular attention to supporting underrepresented groups in achieving their career objectives.

6. REPORTING MECHANISMS

6.1 The Company will provide employees with various mechanisms (including grievance procedures or reporting channels) to raise concerns or suggestions related to the work environment and diversity-related matters.

6.2 The Company will investigate all complaints fairly and take appropriate remedial action where necessary while maintaining confidentiality to the extent possible.

7. MONITORING AND REPORTING

7.1 The Nomination Committee is responsible for monitoring the implementation of this Policy and will report to the Company's board of directors ("Board") on workforce diversity matters at least once annually.

7.2 The Nomination Committee will review the workforce composition (including gender representation in the Workforce and progress towards achieving diversity goals) at least once annually, taking into account the benefits of all relevant diversity aspects and ensuring adherence to this Policy.

7.3 The Company will disclose the Workforce composition and gender ratios of (i) senior management and (ii) the wider workforce in the Corporate Governance Report annually in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. Where applicable, the Company may provide further breakdowns by categories of employees (for example, by level such as middle management and rank-and-file, and/or by function such as technical, administrative, or production).

7.4 Where applicable, the Company will disclose any mitigating factors that may make achieving gender diversity in the workplace less relevant or more challenging.

8. REVIEW OF THIS POLICY

8.1 The Nomination Committee will review this Policy and its implementation annually to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any necessary revisions to the Board for approval.

9. DISCLOSURE OF THIS POLICY

9.1. This Policy or a summary thereof will be published on the Company's website for public information.

9.2 This Policy or a summary thereof, together with any measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report.

10. NON-CONTRACTUAL NATURE

10.1 This Policy is not contractual in nature and does not form part of the employment contract of any employee of the Company or its subsidiaries. The Company reserves the right to revise this Policy from time to time at its sole discretion.

(Adopted on 27 March 2026)

Note: If there is any inconsistency between the English and Chinese versions of this Policy, the English version shall prevail.