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Asymchem Laboratories (Tianjin) Co., Ltd.
凱萊英醫藥集團(天津)股份有限公司
(A joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 6821)

SHAREHOLDER DIVIDEND RETURN PLAN FOR THE NEXT THREE YEARS (2026-2028)

In order to improve and optimize a scientific, sustainable and stable decision-making and supervision mechanism for dividend distribution, protect the lawful rights and interests of investors, realize shareholder value, provide investors with stable returns, and enhance the transparency and sustainability of the profit distribution policy, Asymchem Laboratories (Tianjin) Co., Ltd. (the "**Company**") has, in accordance with the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the No. 3 Guideline for the Supervision of Listed Companies — Cash Dividend Distribution of Listed Companies (2025 Revision), and other relevant laws, regulations and normative documents, as well as the relevant provisions of the articles of association of the Company (the "**Articles of Association**"), and having taken into account factors including the Company's profitability, business development plan, shareholder returns, cost of capital and external financing environment, has formulated the Shareholder Dividend Return Plan for the Next Three Years (2026–2028) (the "**Shareholder Dividend Return Plan for the Next Three Years**" or the "**Plan**"), details of which are as follows:

I. Factors Considered by the Company in Formulating the Plan

The Company is committed to sustainable development. The Shareholder Dividend Return Plan for the Next Three Years fully takes into account factors such as the Company's current and future development strategies, profit scale, cost of capital and external financing environment; balances shareholders' reasonable investment returns and the Company's long-term development; establishes a sustainable, stable and scientific return plan and mechanism for investors; and ensures the continuity and stability of the Company's profit distribution policy.

II. Principles for Formulating the Plan

The formulation of the Plan shall comply with the provisions of relevant laws, administrative regulations, departmental rules and the Articles of Association, and shall fully take into account the opinions of the independent directors and minority shareholders; it shall attach importance to providing shareholders with reasonable investment returns while also taking into account the Company's actual operating conditions for the year and sustainable development; and, on the basis of fully considering shareholders' interests, shall properly

address the relationship between the Company's short-term interests and long-term development, determine a reasonable profit distribution plan, and accordingly formulate a plan for implementing the profit distribution policy during a certain period, so as to maintain the continuity and stability of the Company's profit distribution policy.

III. Specifics of the Shareholder Dividend Return Plan for the Next Three Years (2026–2028)

(1) Distribution Methods

The Company shall distribute dividends in the form of cash, shares, or a combination of cash and shares. Where the conditions for cash dividends are satisfied, profit distribution shall be made by way of cash dividends.

(2) Time Interval of Profit Distribution

Subject to satisfaction of the profit distribution conditions under the Articles of Association, in principle, the Company shall make profit distribution once every year. Where conditions permit, the Company may make interim profit distribution.

(3) Minimum Dividend Ratio for the Company's Profit Distribution

According to the provisions of the Articles of Association, provided that the Company's cash flow satisfies the needs of its normal operations and long-term development, the profit distributed by the Company in cash in each fiscal year shall be no less than 10% of the distributable profit realized in the most recent year.

Where the Company is in a sound operating condition and the board of directors of the Company (the "**Board**") considers that the distribution of share dividends is in the overall interests of all shareholders of the Company, the Company may, subject to satisfaction of the conditions for cash dividends, propose a share dividend distribution plan. Where the Company proposes to distribute profits in the form of shares, it shall, while also making profit distribution in cash, comprehensively consider factors such as the characteristics of the industry in which it operates, its stage of development, its own business model, profitability and whether there are arrangements for significant capital expenditures:

1. where the Company is at a mature stage of development and there is no arrangement for significant capital expenditures, the proportion of profit distributed in cash in the profit distribution for the year shall be no less than 80%;

2. where the Company is at a mature stage of development and there is an arrangement for significant capital expenditures, the proportion of profit distributed in cash in the profit distribution for the year shall be no less than 40%;

3. where the Company is at a growth stage of development and there is an arrangement for significant capital expenditures, the proportion of profit distributed in cash in the profit distribution for the year shall be no less than 20%;

4. where the Company's stage of development is difficult to distinguish but there is an arrangement for significant capital expenditures, the aforesaid provisions shall apply.

The aforesaid arrangement for significant capital expenditures means that the Company's cumulative proposed external investments or asset acquisitions in the next twelve months amount to or exceed 30% of the Company's latest audited total assets.

The Company may implement interim profit distribution. Profit distribution shall not exceed the scope of accumulated distributable profits and shall not impair the Company's sustainable operating capability.

The Company welcomes suggestions from and supervision by all shareholders, independent directors and public investors in respect of the Company's dividend distribution.

(4) Specific Conditions for the Distribution of Share Dividends by the Company

Where the Company is in sound operating condition and experiencing rapid growth, and the Board considers that the Company's share price is not commensurate with its share capital scale and that the distribution of share dividends is in the overall interests of all shareholders of the Company, the Company may, subject to satisfaction of the aforesaid conditions for cash dividends, propose a share dividend distribution plan. Profit distribution by way of share dividends shall be based on genuine and reasonable factors such as the Company's growth and the dilution of net assets per share.

(5) Unlawful Occupation of Company Funds by Shareholders

Where there is any unlawful occupation of the Company's funds by a shareholder, the Company shall deduct the cash dividends to be distributed to such shareholder in order to repay the funds so occupied by it.

IV. Decision-Making Procedures and Mechanism for Profit Distribution

(1) The Company's profit distribution shall attach importance to providing investors with reasonable returns, and its profit distribution policy shall take into account the Company's sustainable development. The Company shall, in light of its profitability, funding requirements and other factors, propose a reasonable dividend distribution plan, and the Board shall formulate the profit distribution plan. Where the independent directors consider that a specific cash dividend plan may prejudice the interests of the Company or minority shareholders, they shall be entitled to express independent opinions.

If the Board does not adopt, or does not fully adopt, the opinions of the independent directors, it shall record the opinions of the independent directors and the specific reasons for non-adoption in the Board resolutions and disclose the same. The Board shall fully discuss the reasonableness of the profit distribution plan and, upon passing a special resolution, submit the same to the general meeting for consideration.

The independent directors may solicit the opinions of minority shareholders, put forward dividend proposals and submit them directly to the Board for consideration. Before the general meeting considers a specific cash dividend plan, the Company shall proactively communicate and exchange views with shareholders, in particular minority shareholders,

through various channels (including but not limited to telephone, facsimile, e-mail and investor relations interactive platforms), fully listen to the opinions and demands of minority shareholders, and promptly respond to the issues of concern to minority shareholders.

(2) When considering a profit distribution plan, the Board must obtain approval by more than half of all directors.

(3) When considering a profit distribution plan, the general meeting must obtain approval by more than one-half of the voting rights held by the shareholders present at the general meeting (including shareholders' proxies).

(4) Where the Company does not make cash dividend distribution due to the special circumstances stipulated in the Articles of Association, the Board shall provide a special explanation on matters including the specific reasons for not making cash dividend distribution, the precise intended use of the retained earnings of the Company, and the expected returns thereon.

(5) After the general meeting of the Company has made a resolution on the profit distribution plan, or after the Board has formulated a specific plan pursuant to the conditions and upper limit for the interim dividend in the following year as considered and approved at the annual general meeting, the distribution of dividends (or shares) shall be completed within two months.

V. Formulation Cycle of the Shareholder Dividend Return Plan and Related Decision-Making Mechanism

(1) The Board of the Company shall formulate the Plan in accordance with the profit distribution policy determined under the Articles of Association. If, due to the Company's production and operation conditions, investment plans, long-term development needs, or significant changes in the external operating environment or the Company's own operating conditions, it is necessary to adjust the profit distribution policy, the Board shall adjust the Plan in light of the Company's actual circumstances, and such adjustment shall only be implemented after being considered and approved by the Board and submitted to and approved by the general meeting of the Company. The Board shall ensure that the Plan is reviewed once every three years to ensure that the contents of any proposed amendments do not contravene the profit distribution policy determined under the Articles of Association.

(2) During the implementation period of the Plan, if major changes occur in important factors affecting the profit distribution policy, such as force majeure events including natural disasters, changes in the Company's external operating environment that have a material impact on the Company's production and operations, significant changes in the Company's own operating conditions, or the promulgation of new laws and regulations of national level on the profit distribution policy of listed companies, the Company may adjust its profit distribution policy.

Any adjustment to the profit distribution policy shall be specially discussed by the Board, with the reasons for the adjustment set out in detail, a written report of such analysis prepared, and the same submitted to the general meeting for consideration and approval. The audit committee of the Company shall review the matters relating to adjustment of the profit distribution policy proposed by the Board.

General

The Board has resolved to convene a general meeting to consider and approve the Shareholder Dividend Return Plan for the Next Three Years (2026-2028). A circular containing, among other things, details of the Shareholder Dividend Return Plan for the Next Three Years (2026-2028) and the notice of the general meeting will be despatched to the shareholders in due course.

Shareholders and potential investors should note that, as the Shareholder Dividend Return Plan for the Next Three Years (2026–2028) may not be concretely adopted or implemented and may or may not be approved by shareholders at the general meeting, shareholders and potential investors are advised to exercise caution when dealing in the Company's shares.

By order of the Board
Asymchem Laboratories (Tianjin) Co., Ltd.
Dr. Hao Hong
Chairperson of the Board, Executive Director and Chief Executive Officer

Tianjin, the PRC, 30 March 2026

As of the date of this announcement, the Board of Directors of the Company comprises Dr. Hao Hong as the Chairperson of the Board and executive Director, Ms. Yang Rui, Mr. Zhang Da and Mr. Hong Liang as executive Directors, Dr. Ye Song and Ms. Zhang Ting as non-executive Directors, and Dr. Sun Xuejiao, Dr. Hou Xinyi and Mr. Xie Weikai as independent non-executive Directors.