

Medcaptain Medical Technology Co., Ltd.

Board Nomination and Board Diversity Policy

Chapter 1 General Provisions

- Article 1 Pursuant to the Company Law of the People's Republic of China, the relevant regulatory rules of the stock exchange(s) where the Company's shares are listed (including The Stock Exchange of Hong Kong Limited, hereinafter referred to as the "Stock Exchange"), including but not limited to the Corporate Governance Code set out in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, and other applicable laws, regulations, and normative documents, as well as the Articles of Association of Medcaptain Medical Technology Co., Ltd. (hereinafter referred to as the "Articles of Association"), this Policy is formulated to provide guidelines for the Board of Directors (hereinafter referred to as the "Board") of Medcaptain Medical Technology Co., Ltd. (hereinafter referred to as the "Company") regarding the nomination of directors and to set forth the approach and policy for achieving board diversity.

Chapter 2 General Requirements

- Article 2 All appointments to the Board shall be based on merit and shall be considered against appropriate criteria, with due regard to the benefits of diversity on the Board (including gender diversity).
- Article 3 The Board and the nomination committee of the Board (the "Nomination Committee") shall duly consider a number of factors (collectively, the "Criteria") when assessing, selecting, and recommending to the Board one or more candidates for appointment or re-appointment as directors. Such Criteria include, but are not limited to: (a) diversity of perspectives, including but not limited to gender, age, cultural and educational background, professional experience, skills, regional and industry experience, ethnicity, knowledge, and length of service; (b) professional qualifications and work experience, including achievements and experience in industries related to the Company's business, and other professional credentials; (c) time commitment, including existing directorships of issuers listed on any stock exchange, time required for other significant external affairs, and the candidate's ability to discharge his or her responsibilities effectively; (d) potential contributions the candidate can make to the Board; (e) other factors or circumstances related to the character, integrity, independence, and experience of the director candidate; and (f) succession planning to ensure the orderly succession of the Board. Final decisions shall be made based on the merits of the candidate and the potential contributions the candidate can make to the Board. The composition of the Board (including gender, age, and length of service) shall be disclosed annually in the Corporate Governance Report.

- Article 4 In addition to the Criteria, the Board and the Nomination Committee shall duly consider a number of factors when assessing and recommending one or more candidates for appointment as independent non-executive directors of the Company, including, but not limited to, the independence of, and qualification requirements for, independent non-executive directors as stipulated in the regulatory rules of the stock exchange(s) where the Company's shares are listed.
- Article 5 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. To achieve sustainable and balanced development, the Company views increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and sustainable development. The Company aims to build and maintain a Board with a diverse composition, achieving an appropriate balance in terms of skills, professional experience, educational background, knowledge, expertise, culture, independence, age, and gender. The Company is committed to maintaining gender diversity at both the Board and workforce levels (including senior management). In particular, the Company shall endeavor to ensure that the Board and senior management have at least one member of a different gender to the other members. The Nomination Committee will use its best efforts, where appropriate, to identify and recommend female director candidates for consideration and appointment by the Board and the shareholders. The Company will continue to attach importance to the development of female talent, promote gender diversity in the recruitment of middle and senior-level employees, and provide more development opportunities for female employees.

Chapter 3 Procedures, Monitoring, Reporting and Disclosure

- Article 6 The Nomination Committee shall perform its duties to review and nominate director candidates in accordance with the procedures and requirements stipulated in this Policy, the Articles of Association, the relevant regulatory rules of the securities regulatory authorities and the Stock Exchange where the Company's securities are listed, and other applicable laws and regulations.
- Article 7 The Nomination Committee shall review this Policy periodically to ensure its continued effectiveness. The Nomination Committee shall formulate and implement formal procedures to appropriately monitor the implementation of this Policy. The Nomination Committee shall discuss and report any suggestions or recommendations for improvement to the Board for its consideration and approval.
- Article 8 The Nomination Committee shall annually review and report on the composition of the Board, and monitor and report on the implementation of the Board Diversity Policy in the Corporate Governance Report.
- Article 9 A summary of this Policy, together with any measurable objectives adopted for the implementation of this Policy and the progress on achieving these objectives, as well as the gender ratio of the Company's senior management and all employees (excluding senior management), shall be disclosed annually in the Corporate Governance Report.

Chapter 4 Supplementary Provisions

- Article 10 Unless otherwise specified, the terms used in this Policy shall have the same meanings as those defined in the Articles of Association.
- Article 11 In the event that any matter is not covered by this Policy, or if any provision herein is inconsistent with the applicable laws, regulations, rules, normative documents, the rules of the Stock Exchange, or the Articles of Association, the provisions of such applicable laws, regulations, rules, normative documents, the rules of the Stock Exchange or the Articles of Association shall prevail.
- Article 12 This Policy shall be reviewed and approved by the Board and shall take effect and come into force on the date of the Company's public offering of H shares and listing on The Stock Exchange of Hong Kong Limited.
- Article 13 The Board of the Company shall be responsible for the interpretation and amendment of this Policy.

Medcaptain Medical Technology Co., Ltd.
September 2026