

Asymchem Laboratories (Tianjin) Co., Ltd.

DIVERSITY POLICY OF BOARD OF DIRECTORS

Chapter I General Policy

Article 1 For the purpose of diversity of the members of the board of directors (the “Board”) of Asymchem Laboratories (Tianjin) Co., Ltd. (the “Company”), this policy is formulated in accordance with the Company Law of the People’s Republic of China, the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong), Appendix 14 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Hong Kong Listing Rules”) < Corporate Governance Code and Corporate Governance Report >, the Articles of Association of Asymchem Laboratories (Tianjin) Co., Ltd. (applicable after the H Share Offering) (the “Articles”), Terms of Reference of the Nomination Committee under the Board of Directors of Asymchem Laboratories (Tianjin) Co., Ltd. (the “Terms of Reference of the Nomination Committee”) and other laws, administrative regulations, rules and regulatory requirements.

Chapter II Concept

Article 2 The Company recognizes and embraces the concept of having a diverse Board to enhance the execution of the Board.

Chapter III Policy Statement

Article 3 In achieving sustainable and balanced development, the Company recognizes the importance of board diversity to its strategic goals and sustainability. When designing the Board’s composition, the Board considers factors regarding board diversity in various ways, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service. The Company will also consider its business model and specific needs from time to time, as well as a balanced composition of executive and non-executive directors.

Article 4 The Nomination Committee of the Board (the “Nomination Committee”) is mainly responsible for identifying qualified individuals for directors and shall take into full consideration the board diversity policy in the selection process, monitoring the implementation of the policy as well as reviewing and revising the policy to ensure its effectiveness. The appointment of Board members is based on the strengths of each candidate and objective criteria, with due regard to the benefits of board diversity.

Chapter IV Measurable Objectives

Article 5 Selection of candidates of the Board will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service and any other factors that the Board may consider relevant and applicable from time to time.

Article 6 The Board members' information (including gender, age, length of service, professional experience) will be disclosed in the corporate governance report of the Company (the "Corporate Governance Report") in its annual report.

Chapter V Monitoring and Reporting

Article 7 The Company will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this policy.

Chapter VI Review of this policy

Article 8 The Nomination Committee will review this policy annually and monitor the progress of the achievement of measurable objectives to ensure the effectiveness of the implementation of this policy. The Nomination Committee will also discuss any necessary amendments and propose them to the Board for consideration and approval.

Chapter VII Disclosure of this Policy

Article 9 This policy or a summary thereof, any measurable targets set by the Company under this policy and progress towards achieving them will be disclosed in the Company's Corporate Governance Report.

Chapter VIII Supplementary Provisions

Article 10 Terms used herein shall have the same meanings as those defined in the Articles unless otherwise specified.

Article 11 For the matters which are not covered by this policy or contradict the laws and regulations currently enforced, issued from time to time or revised, the Hong Kong Listing Rules or the Articles and Terms of Reference of the Nomination Committee being formulated or amended according to legal procedures upon this policy became effective, such laws and regulations, the Hong Kong Listing Rules, the Articles or Terms of Reference of the Nomination Committee shall prevail, and this policy shall be amended in a timely manner and submitted to the board of directors of the Company for consideration and approval.

Article 12 The policy was considered and approved by the Board, and shall come into force from the date when the Company's foreign shares listed overseas being listed on The Stock Exchange of Hong Kong Limited for dealing.

Article 13 The Board shall be responsible for the interpretation of this policy.