



BOARD DIVERSITY POLICY

Article 1 PURPOSE

The purpose of this policy is to set out the approach taken by the members of the Board of Directors (the “**Board**”) of **Medtide Inc.** (the “**Company**”) to achieve diversity.

Article 2 GENERAL POLICY

- (1) The Company recognizes and embraces the benefits of having a diverse Board to enhance the performance of the Company.
- (2) With a view to achieving a sustainable and balanced development, the Company considers increasing diversity at the Board level as a crucial element in supporting the attainment of its strategic objectives and its sustainable development. All Board appointments will be based on merits, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.
- (3) The Company is committed to selecting the best candidates to serve on the Board. Candidates will be selected based on a range of diversity categories, including but not limited to gender, age, cultural background and ethnicity, in addition to educational background, professional experience, skills, knowledge and length of service, taking into account the professional qualifications and work experience, existing directorships of issuers listed on the Main Board or GEM and other significant external time commitments of such candidate and other factors or circumstances relevant to such candidate’s character, integrity, independence and experience.

The final decision will be made based on the merits of the candidates and the contribution he/she can make to the Board. The composition of the Board (including gender, age and length of service) will be disclosed annually in the Corporate Governance Report.

Article 3 MONITORING AND REPORTING

The Nomination Committee of the Board of the Company (the “**Nomination Committee**”) will report annually, in the Corporate Governance Report, on the composition of the Board in terms of diversity and will monitor and review the implementation of this policy (including progress towards the Company’s objectives and how the Company has arrived at its conclusion on the results of the review) annually.

Article 4 REVIEW OF THIS POLICY

The Board and the Nomination Committee will review this policy, as appropriate (not less than once a year), to ensure the effectiveness of this policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval. The Board will take opportunities to increase the proportion of female members of the Board over time and ensure that an appropriate balance of gender diversity is achieved with reference to the expectations of shareholders and international and local recommended best practices.

Article 5 DISCLOSURE OF THIS POLICY

This policy will be published on the Company's website for public information. A summary of this policy together with the measurable objectives set for implementing this policy, and the progress made towards achieving those objectives will be disclosed annually in the Corporate Governance Report.

Article 6 OTHERS

This policy shall take effect from the date of listing of the Company's H shares on The Stock Exchange of Hong Kong Limited.