

The English version is for reference only. Should there be any inconsistency or discrepancy between English and Chinese versions, the latter shall prevail.

GUANGZHOU BAIYUNSHAN PHARMACEUTICAL HOLDINGS COMPANY LIMITED BOARD DIVERSITY POLICY

(Approved at the 30th Meeting of the Ninth Board of Directors convened
on 28 October 2025)

1. Purpose

- 1.1 To enhance the corporate governance of Guangzhou Baiyun shan Pharmaceutical Holdings Company Limited (the “Company”) and promote Company’s long-term sustainable development, the Company establishes the Board Diversity Policy (the “Policy”) in accordance with the provisions of relevant laws, regulations, and normative documents, including the Company Law of the People’s Republic of China and the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

2. Vision

- 2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. This Policy aims to set out the approach to achieve diversity on the Board.

3. Policy Statement

- 3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.
- 3.2 In designing the Board’s composition, the company will consider Board diversity from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on the principle of selecting candidates with both ability and integrity, taking into consideration any other factors that the Board may deem relevant and applicable from time to time.
- 3.3 All appointments to the Board of Directors are based on the principle of selecting candidates with both integrity and ability. Candidates will be considered against objective criteria, taking into account the benefits of board diversity and the needs of the Board, without overemphasizing any single aspect of diversity.

3.4 The Nomination and Remuneration Committee of the Company (the “Nomination and Remuneration Committee”) is primarily responsible for identifying individuals with appropriate qualifications to serve as directors and ensuring that the policy on board diversity is fully considered during the selection process. The selection of director candidates will be based on a range of diversity criteria, with the final decision made according to the candidates’ merits and the contributions they can bring to the Board.

4. Measurable Objectives

4.1 Selection of candidates will be based on a series of quantifiable diversity indicators, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, regional and industry experience, knowledge level, and length of service, as well as other factors that the Board may from time to time consider relevant to achieving board diversity. The Board shall appoint at least one director of a different gender.

4.2 The nominated director candidates shall comply with the following principles:

- I. Compliance with the requirement of related laws, regulations, rules and “The Board Rules of Procedure”, and ensuring the effective discussion to enable the Board to make a prudential and rational decision promptly.
- II. Required skills, and knowledge and quality appropriate to duty performance.
- III. Contribution to a reasonable professional structure in the Board.

4.3 The diversity categories applied in candidate selection shall not exceed the criteria set out in “The Board Rules of Procedure”.

4.4 Information regarding the Board members (including gender, age, length of service, professional experience, etc.) will be disclosed in the Corporate Governance Report contained within the Company’s Annual Report.

5. Monitoring and Reporting

5.1 The Nomination and Remuneration Committee is responsible for monitoring the implementation of the measurable objectives set out in this Policy.

5.2 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.

6. Review of this Policy

- 6.1 The Nomination and Remuneration Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination and Remuneration Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

7. Disclosure of this Policy

- 7.1 A summary of this Policy together with the results of its implementation review (including progress towards achieving diversity objectives and how conclusions were reached) will be disclosed in the annual Corporate Governance Report.

Guangzhou Baiyunshan Pharmaceutical Holdings Company Limited

28 October 2025