



SICC CO., LTD.

山東天岳先進科技股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 2631)

DIVERSITY POLICY FOR BOARD MEMBERS AND EMPLOYEES

Article 1 In accordance with the Company Law of the People's Republic of China, the relevant regulatory rules of the stock exchange where the Company's shares are listed (including but not limited to Appendix C1 Corporate Governance Code under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited), as well as other laws, regulations, normative documents, and the Articles of Association of SICC Co., Ltd. (hereinafter referred to as the "**Articles of Association**"), the purpose of this Policy is to set out the principles and policies established and adhered to in order to achieve diversity among the members and all employees of the board of directors (hereinafter referred to as the "**Board**") (including the senior management) of SICC Co., Ltd. (hereinafter referred to as the "**Company**").

Article 2 This Policy aims to set out the principles and policies to be established and followed for promoting diversity among the Board members and all employees (including the senior management) of the Company.

Article 3 The Board members and all employees (including the senior management) of the Company shall possess appropriate skills, experience and diverse perspectives in line with the Company's business model and specific needs.

Article 4 All appointments to the Board are made on the basis of meritocracy. Candidates for directorship shall be considered based on diversified factors, including but not limited to gender, age, cultural and educational background, ethnicity, industry experience, technical expertise, professional qualifications, skills, business model and specific requirements, and tenure of service. Consideration shall also be given to backgrounds in areas such as technology, law, finance, management and audit. The final decision shall be based on the candidate's strengths and potential contributions to the Board.

The recruitment of employees (including the senior management) of the Company shall adhere to the principles and requirements of diversity. Diversification among employees (including the senior management) of the Company shall be considered across multiple dimensions, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and tenure of service. Backgrounds

in areas such as technology, law, finance, management and audit shall also be taken into account. The final decision shall be based on the candidate's strengths and potential contributions to the Company.

Article 5 Nominated candidates for directorship shall comply with the following principles:

- (1) They must meet the requirements of relevant laws, regulations and the Articles of Association, ensuring productive discussions at Board meetings and enabling the Board to make scientific, prompt and prudent decisions;
- (2) They must possess the knowledge, skills and qualities necessary to perform their duties;
- (3) If elected, they should contribute to a reasonable professional composition of the Board; and
- (4) The Board should maintain diverse skills aligned with the Company's business needs.

Article 6 The nomination committee (the "**Nomination Committee**") of the Board will review and evaluate the implementation of this Policy as appropriate to ensure its continued effectiveness, assess the Company's diversity status annually and report on the composition of the Board and all employees (including the senior management) from a diversity perspective in the Corporate Governance Report. When necessary, the Nomination Committee will discuss amendments to this Policy and submit recommendations to the Board for approval.

Article 7 The Company shall ensure to maintain at least one member of the Board who is not of the same gender as the other members. Following the listing of the Company's H shares on The Stock Exchange of Hong Kong Limited, the Company shall endeavor to increase the proportion of Board members of different genders when selecting and recommending candidates for Board appointments, thereby enhancing gender diversity in line with stakeholder expectations and recommended best practices. The Company will continue to emphasize the cultivation of female talents, promote gender diversity in the recruitment of employees and provide more development opportunities for female employees.

The Board shall, from time to time, set measurable objectives for the diversity policy concerning Board members and all employees (including the senior management). The Company shall disclose a summary of this Policy, along with the measurable objectives set for its implementation and progress on achieving those objectives, in the annual Corporate Governance Report.

Article 8 The Company shall include in its annual report (i) detailed biographical information of each director and (ii) a report on the implementation of the Board diversity policy (including whether the Company has achieved Board diversity).

Article 9 Unless otherwise specified, the terms used in these Rules shall have the same meanings as those defined in the Articles of Association.

Article 10 For matters not provided in these Rules or where these Rules are in conflict with the relevant laws, regulations, rules, normative documents, the regulatory requirements of the stock exchange where the Company's shares are listed and the Articles of Association, the relevant laws, regulations, rules, normative documents, the regulatory requirements of the stock exchange where the Company's shares are listed and the Articles of Association shall prevail.

Article 11 This Policy shall take effect from the date on which the H shares of the Company are listed for trading in The Stock Exchange of Hong Kong Limited and shall be interpreted by the Nomination Committee of the Board.