Board Diversity Policy

1. General Provisions

1.1 To continuously improve the Company's corporate governance, optimize the decision-making effectiveness of the Board of Directors, and promote the Company's long-term sustainable development, this Policy is formulated in accordance with the relevant provisions of the *Company Law of the People's Republic of China*, the *Corporate Governance Guidelines for Listed Companies*, the *Shanghai Stock Exchange STAR Market Listing Rules*, and other laws, regulations, and normative documents, as well as the *Articles of Association of HitGen Inc.* (hereinafter referred to as the "Articles of Association"), and in consideration of the Company's actual circumstances.

1.2 The diversity of Board members in terms of professional backgrounds, industry experience, knowledge structure, etc., helps to enhance the foresight and comprehensiveness of strategic decision-making and is an important support for the Company to maintain its innovative vitality and competitive advantage.

1.3 This Policy aims to clarify the basic principles and implementation pathways for achieving diversity in the composition of the Board of Directors, and to promote the formation of a governance structure in which knowledge, experience, and perspectives complement each other.

2. Basic Principles

2.1 The Company consistently adheres to the selection philosophy of "merit-based and inclusive" appointment. When nominating and selecting candidates for directors, the Company takes the candidates' character, abilities, and performance competency as the core criteria, while also giving full consideration to the positive value that diversity factors bring to the Board.

2.2 The selection of Board members shall be based on comprehensive and thorough criteria, including but not limited to: professional background and industry experience (e.g., educational background and knowledge structure in biopharmaceutical R&D, investment, accounting, law, and other fields), gender and age, cultural background and international perspective, and tenure and track record of service.

2.3 The composition of the Board (including gender, age, professional background, etc.) shall be disclosed annually in the Company's Sustainability Report.

3. Responsibilities and Oversight

3.1 The Nomination Committee of the Board is responsible for reviewing the qualifications and diversity criteria of director candidates and for overseeing the effective implementation of this Policy.

3.2 The Nomination Committee shall report annually to the Board on the implementation status of this Policy and related Board diversity data, and shall disclose such information in the Company's Sustainability Report or relevant governance reports.

4. Policy Review and Amendment

4.1 The Nomination Committee shall, in light of the Company's development needs and regulatory requirements, review this Policy from time to time to ensure its continued applicability and effectiveness. If amendments are necessary, the Nomination Committee shall discuss them and make recommendations to the Board, which shall take effect upon approval by the Board.

5. Information Disclosure

5.1 The full text of this Policy shall be published on the Company's official website (www.hitgen.com) for public access.

5.2 A summary of this Policy, the objectives established for its implementation, and the progress made shall be disclosed annually in the Company's Sustainability Report.

6. Supplementary Provisions

6.1 Matters not covered by this Policy shall be governed by relevant national laws, regulations, normative documents, and the Articles of Association. In the event of any inconsistency between this Policy and such laws, regulations, normative documents, or the Articles of Association, the latter shall prevail.

6.2 This Policy shall take effect as of the date of approval by the Board of Directors, and the Nomination Committee of the Board shall be responsible for its amendment and interpretation.

HitGen Inc.