

Universal Scientific Industrial (Shanghai) Co., Ltd.

Board of Directors Diversity Policy

Chapter I General Provisions

Article 1 In order to achieve the purpose of diversifying the Board of Directors (the “Board”) of Universal Scientific Industrial (Shanghai) Co., Ltd. (the “Company”), this Board of Directors Diversity Policy (this “Policy”) is formulated pursuant to the *Company Law of the People's Republic of China* and other relevant laws and regulations and the *Articles of Association of Universal Scientific Industrial (Shanghai) Co., Ltd.*.

Chapter II Policy Philosophy

Article 2 The Company recognizes and embraces the idea that building a diverse board strengthens the Board’s ability of execution.

Article 3 In order to achieve sustainable and balanced development, the Company sees increasing diversity at the board level as a key element in supporting the achievement of its strategic objectives and maintaining sustainable development. All appointments to the Board should be based on meritocracy, and candidates are considered with due regard to the benefits of diversity on the Board.

Article 4 The Company is committed to selecting the best candidates to serve on the Board. Selection of candidates will be based on a range of diversity criteria, including but not limited to gender, age, nationality, cultural background and ethnicity, in addition to educational background, professional experience, skills, knowledge and term of service. The final decision will be based on the candidate's strengths and the contribution he or she can provide to the Board.

Article 5 The nomination committee of the Board of Directors of the Company (the “Nomination Committee”) is primarily responsible for identifying persons with suitable qualifications to serve as directors, giving due consideration to this Policy during the selection process, monitoring the implementation of this Policy, and reviewing and amending this Policy when appropriate so as to ensure its effectiveness. All appointments of

the Board members shall be made with due regard to the benefits of diversity on the Board, with the merits of each candidate taken into full account, and be processed in accordance with objective criteria.

Chapter III Supervision and Report

Article 6 The Company will describe the diversity of the board composition in its ESG Report and supervise the actual implementation of this Policy.

Chapter IV Review of this Policy

Article 7 The Nomination Committee shall review this Policy in due course to ensure its effectiveness. The Nomination Committee shall discuss any amendments that may be necessary and recommend such amendments to the Board for approval.

Chapter V Disclosure of this Policy

Article 8 This Policy or its excerpt, any measurable goals set by the Company under this Policy and the progress towards achieving the goals will be disclosed in the Company's ESG Report.

Chapter VI Supplementary Provisions

Article 9 The Company shall pay constant attention to the policies and development trends related to the diversity of board members around the world and examine and improve this Policy to enhance the effectiveness of sustainable development. In the event that this Policy conflicts with the laws, regulations, normative documents promulgated by the nation, or the Articles of Association amended through legal procedures in the future, the provisions of relevant laws, regulations, normative documents or the Articles of Association of the Company shall be implemented, and this Policy shall be amended as necessary.

Article 10 This Policy will come into effect after being reviewed and approved by the Board, and the same applies to any amendments of this Policy.

This Policy shall be interpreted by the Board of Directors of the Company.

Universal Scientific Industrial (Shanghai) Co., Ltd.

August 24, 2022