



**TYK Medicines, Inc**  
**浙江同源康醫藥股份有限公司**

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

## **BOARD DIVERSITY POLICY**

### **1 PURPOSE**

1.1 This Policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of TYK Medicines, Inc (浙江同源康醫藥股份有限公司) (the “**Company**”).

### **2 GENERAL POLICY**

2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of performance of the Company.

2.2 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. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.

2.3 The Company commits to selecting the best person as a member of the Board. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, language, cultural and educational background, professional qualifications, skills, knowledge, industry and regional experience and/or length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, age and length of service) will be disclosed in the corporate governance report annually.

### **3 MONITORING AND REPORTING**

3.1 The nomination committee of the Board (the “**Nomination Committee**”) will report annually, in the corporate governance report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

### **4 REVIEW OF THIS POLICY**

4.1 The Nomination Committee will review this Policy, as appropriate, 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 by the Board.

## **5 DISCLOSURE OF THIS POLICY**

5.1 This Policy will be published on the Company's website for public information. A summary of this Policy together with any measurable objectives set for implementing this Policy, and the progress on achieving those objectives, will be disclosed in the corporate governance report on an annual basis.

## **6 OTHERS**

6.1 This Policy shall take effect from the date of the listing of the Company on The Stock Exchange of Hong Kong Limited.