



(Continued into Bermuda with limited liability)

(Stock Code: 8166)

(the “Company”)

BOARD DIVERSITY POLICY

1. Purpose

The board diversity policy (the “**Policy**”) sets out the Company’s approach to ensuring adequate diversity in its board of directors (the “**Board**”).

2. Policy Statement

- 2.1. The Company recognises and embraces the benefits of having a diverse Board that possesses a balance of skill, experience, expertise and diversity of perspectives appropriate to the requirements of the businesses of the Company and its subsidiaries. The Company believes that board diversity enhances decision-making capability due to the lessened risk of groupthink and thus the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.
- 2.2. The Company embraces the practice of seeking to ensure diversity in Board members, which can be achieved through consideration of a number of factors, including but not limited to gender, age, ethnicity, cultural and educational background, professional experience, qualification, skills, knowledge and other factors that the Board may consider relevant and applicable from time to time taking into account the Company’s business model and specific needs.
- 2.3. Board appointments will be based on merit and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board. Within that overriding emphasis on merit, the nomination committee of the Company (the “**Nomination Committee**”) shall seek to fill Board vacancies by actively considering candidates that will complement and expand the competencies, experience and perspectives of the Board as a whole, taking into account the corporate strategy of the Company.

3. Measurable Objectives

- 3.1. The Company commits to selecting the best and appropriate person for the role. Selection of candidates will be based on several diversity perspectives, including but not limited to the Company's needs, gender, age, ethnicity, cultural and educational background, experience, qualification, skills, knowledge, length of service, and the amount of time and effort that the candidate will devote to discharge his/her duties and responsibilities and, in the case of independent non-executive director(s), the independence requirements set out in the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (as amended from time to time). The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.
- 3.2. The Board will take opportunities to increase the ratio of female members over time when selecting and making recommendations on eligible candidates for Board appointments. The Board would ensure that an appropriate balance of gender diversity is achieved with reference to stakeholders' expectations and international and local recommended best practices, with the ultimate goal of bringing the Board to gender equality.
- 3.3. Shareholders are provided with detailed information of each candidate for appointment or re-election to the Board through announcements and circulars published prior to general meetings of the Company.

4. Monitoring and Reporting

- 4.1. The Nomination Committee is responsible for monitoring the achievement of the measurable objectives set out in this Policy.
- 4.2. The Nomination Committee will review at least once annually the measurable objectives for implementing diversity on the Board and recommend them to the Board for adoption.

5. Disclosure and Review of this Policy

- 5.1. This Policy is available on the Company's website and a summary of this will be provided in the corporate governance report which forms part of the Company's annual report.
- 5.2. The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions to the Policy that may be required, and recommend any such revisions to the Board for consideration and approval.

If there is any inconsistency or conflict between the English and Chinese versions of this Policy, the English version shall prevail.