



Vixtel Technologies Holdings Limited
飛思達科技控股有限公司
(the “Company”)
(incorporated in the Cayman Islands with limited liability)
(Stock Code: 1782)

BOARD DIVERSITY POLICY (THE “POLICY”)

1. PURPOSE

This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “Board”).

2. VISION

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance. The Company will also use its best endeavors to ensure that the composition of members of the Board is not of a single gender, and will increase the ratio of female directors over time as appropriate when selecting and making recommendations on eligible candidates for Board appointments, so as to ensure an appropriate balance of gender diversity on the Board.

3. POLICY STATEMENT

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.

4. IMPLEMENTATION

The Company commits to selecting the best person for the role. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural background and ethnicity, in addition to educational background, professional experience, skills, knowledge and length of service. These factors are the measurable objectives for implementing this Policy. Other criteria include but not limited to (i) the ability to devote sufficient time and attention to the affairs of the Company; (ii) the ability to make a positive contribution to the development of the Company’s strategy and policies through independent, constructive and informed comments; and (iii) the participation in meetings to bring an independent judgment on issues of strategy, policy, performance, accountability, resources, key appointments and standards of conduct. 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.

5. MONITORING AND REPORTING

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

6. REVIEW OF THIS POLICY

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.

7. DISCLOSURE OF THIS POLICY

This Policy will be published on the Company’s website for public information.

A summary of this Policy, any measurable objectives the Company has set and the progress on achieving those objectives and implementing this Policy will be disclosed in the annual corporate governance report.

Hong Kong, 30 December 2022