

## **BOARD DIVERSITY POLICY**

### **1. PURPOSE**

The Board Diversity Policy (the “**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.

### **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 as member of the Board. Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, nationality, cultural background and ethnicity, as well as any other factors that the Board might consider relevant and applicable from time to time towards achieving a diverse Board, in addition to educational background, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

### **5. MONITORING AND REPORTING**

The Nomination Committee will report annually, in the Corporate Governance Report in the Company’s annual report, on the Board’s composition under diversified perspectives, and monitor the implementation of this Policy.

## **6. REVIEW OF THIS POLICY**

The Nomination Committee will review this Policy annually and review any measureable objectives that the Board has set for implementing such policy and the progress made towards achieving such objectives, to ensure the effectiveness of this Policy, which will be considered and approved by the Board.

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.

This Policy or a summary of this Policy and any measureable objectives that the Board has set for implementing such policy and the progress made towards achieving such objectives will be disclosed annually in the Corporate Governance Report in the Company's annual report.

The second version was amended and approved by the Board on 31 October 2024.

**Note: If there is any inconsistency between the English and Chinese versions of this document, the English version shall prevail.**