

WING CHI HOLDINGS LIMITED

榮智控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 6080)

(the “Company”)

BOARD DIVERSITY POLICY

1. Purpose

The purpose of the board diversity policy (the “**Policy**”) is to set out the approach to achieve diversity on the board of directors of the Company (the “**Board**”), with a view to achieving a sustainable and balanced development of the Company.

2. Vision

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance and maintain diversity of perspectives.

3. Policy Statement

3.1 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.

3.2 The Company recognises and embraces the benefits of a Board that possesses a balance of skills, experience and knowledge in the industry and diversity of perspectives appropriate for the development of the Company, in order to provide a range of perspectives, insights and experiences that enable the Board to discharge its duties and responsibilities effectively, support good decision making in view of the core businesses and strategies of the Group, and support succession planning and development of the management of the Company. The Company believes that board diversity enhances the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.

3.3 All 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.

4. Measurable Objectives

- 4.1 Selection and recommendation of candidates will be based on the nomination procedures and the process and criteria adopted by the nomination committee of the Company (the “**Nomination Committee**”) taking into account the factors contained in the Policy.
- 4.2 In determining the Board’s composition, Board diversity will be considered from a wide range of aspects and perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, industry experience, technical and professional skills and/or qualifications, knowledge, length of services, personal integrity and time commitments of the proposed candidates. The Company should also take into account factors relating to its own business model and specific needs from time to time. The ultimate decision is based on merit and contribution that the selected candidates will bring to the Board.
- 4.3 The Board will take opportunities to increase the proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments. The Board would ensure that appropriate balance of gender diversity is achieved with reference to stakeholders’ expectation and international and local recommended best practices, with the ultimate goal of bringing the Board to gender parity. The Board also aspires to having an appropriate proportion of Directors who have direct experience in the Group’s core markets, with different ethnic backgrounds, and reflecting the Group’s strategy.

5. Succession planning to achieve gender diversity

In particular, in achieving gender diversity on the Board, the Company shall:

- (a) identify and select female individuals with a diverse range of skills, experience and knowledge in different fields from time to time and maintain a list of such female individuals who possess qualities to become Board members in order to develop a pipeline of potential successors to the Board;
- (b) continue to take steps to promote gender diversity at all levels, including at the senior management levels; and
- (c) provide career development opportunities and resources in training female staff with the aim of promoting them to the senior management levels or the Board level so that the Company will have a pipeline of female senior management and potential successors to the Board.

6. Monitoring and Review of the Policy

- 6.1 The Nomination Committee has been delegated with the overall responsibility for implementation, monitoring and periodic review of the Policy.
- 6.2 The Nomination Committee will review the Policy from time to time, as appropriate, to ensure the continued effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.
- 6.3 The Nomination Committee will report annually, in the corporate governance report of the Company on the Board's composition under diversified perspectives.
- 6.4 The Nomination Committee will monitor the implementation of the Policy by conducting review of the Board's composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to the Policy when making recommendation on any Board appointments. The Nomination Committee will also ensure that Board diversity is considered as part of the evaluation of the Board's effectiveness.
- 6.5 In assessing potential candidates for the Board, the Nomination Committee will consider the diversity perspectives, as set out in section 4 above.

7. Disclosure of the Policy

A summary of the Policy together with the measurable objectives set for implementing the Policy, and the progress made towards achieving these objectives will be disclosed in the corporate governance report contained in the Company's annual report.

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

Adopted by the Board on 21 September 2017 and revised by the Board on 21 June 2023.