

**EVERCHINA INT’L HOLDINGS COMPANY LIMITED**  
(the “Company”)  
(Incorporated in Hong Kong with limited liability)

**BOARD DIVERSITY POLICY**

(Adopted by the Company pursuant to the Board resolution passed on 27 June 2019)

**1. PURPOSE**

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

**2. POLICY**

- 2.1 The Company is committed to continuing Board and senior management renewal to ensure that the Board and senior management is both compliant and appropriately refreshed and that it always has the necessary diversity of skills and attributes required to oversee and govern in the ever-changing operating environment.
- 2.2 The Nomination Committee of the Company will annually review the following and report to the Board: (a) structure, size and composition of the Board; and (b) diversity of background, skills, and experience (including but not limited to gender, age, cultural/educational and professional background, skills, knowledge and experience) of the Board.
- 2.3 All the Board appointments will be considered by the Nomination Committee and recommended to the Board for formal approval based on the diversity perspectives as set out in 2.2 above, and the Company will be guided by these diversity perspectives when considering senior management appointments.
- 2.4 The Company will endeavor to identify and implement programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees or individuals and that, over time, will prepare them for senior management and/or board positions.

**3. MEASURABLE OBJECTIVES**

- 3.1 Recruitment and selection of candidates for Board appointment will be based on a range of diversity perspectives including but not limited to gender, age, cultural/educational and professional background, skills, knowledge and experience.
- 3.2 The ultimate decision will be based on merit against objective criteria and contribution that the candidate will bring to the Board.

#### **4. REPORTING**

The Board will report annually in the corporate governance report section of the Group's annual report and such report shall include but not limited to: (a) the Board's composition; (b) any process made in achieving the objective of this policy; and (c) a summary of this policy.

#### **5. REVIEW OF THIS POLICY**

The Board will review this Policy as appropriate from time to time.

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