



ZHONG FA ZHAN HOLDINGS LIMITED

中發展控股有限公司

(incorporated in the Cayman Islands with limited liability)

(Stock Code: 475)

BOARD DIVERSITY POLICY

1. PURPOSE

This Policy aims to set out the approach to achieve diversity on the board of directors (“Board”) of Zhong Fa Zhan Holdings Limited (the “Company”).

2. GENERAL POLICY

- 2.1 The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance and to support the attainment of its strategic objectives and its sustainable development.
- 2.2 In designing the Board’s composition, Board diversity is considered from a range of perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The Company will also take into account factors relating to its own business model and specific needs from time to time. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.
- 2.3 The Board strives to ensure that it has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategies in order for the Board to be effective.

3. RESPONSIBILITY

- 3.1 The nomination committee of the Company (the “Nomination Committee”) reviews and assesses the composition of the Board and the independence of the independent non-executive directors, and makes recommendations to the Board on appointment of directors of the Company. In recommending candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria with due regard to the benefits of diversity on the Board.

- 3.2 The Nomination Committee will monitor the implementation of this Policy.
- 3.3 The Nomination Committee will from time to time 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.
- 3.4 The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition together with a summary of this Policy, and any measurable objectives that it has set for implementing the Policy, and progress on achieving those objectives.

(If there is any inconsistency between the English and Chinese version, the English version shall prevail.)