



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 the Company.

2. Policy Statement

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. All Board appointments will be based on meritocracy, and candidates will be considered against selection criteria.

3. Selection Criteria

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, 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 and the Company. The Board’s composition will be disclosed in the Annual Report.

4. Monitoring and Review of this Policy

- 4.1 The Nomination Committee will monitor the implementation of this Policy.
- 4.2 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.
- 4.3 The Nomination Committee will report annually, in the Corporate Governance Report, on the Board’s composition under diversified perspectives.

5. Disclosure of this Policy

- 5.1 This Policy will be published on the Company’s website for public information.
- 5.2 A summary of this Policy will be disclosed in the annual Corporate Governance Report.