

Shoucheng Holdings Limited

BOARD DIVERSITY POLICY

(Adopted on 28th August, 2013, and revised on 25th August 2022)

1. PURPOSE

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

2. GENERAL POLICY

With a view to achieve 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. In designing the Board’s composition, Board diversity will be considered from a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service, and any other factors that the Board may consider relevant and appropriate from time to time. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

3. MEASURABLE OBJECTIVES

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 Company will also take into account factors based on 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.

The Board will take opportunities to increase the proportion of female directors over time when selecting and making recommendation on suitable candidates for Board appointments. The Board will ensure that appropriate balance of gender diversity is achieved, taking into account stakeholder expectations and with reference to corporate governance practices with the ultimate goal of bringing the Board to gender parity.

4. IMPLEMENTATION OF THE POLICY

The Nomination Committee will review annually on the Board’s composition under diversified perspectives, including but not limited to progress on achieving any measurable objectives that set for implementing the Policy, and monitor the implementation of the Policy.

The Nomination Committee has primary responsibility for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to the Policy.

5. REVIEW OF THE POLICY

The Nomination Committee will review the Policy at least annually to ensure the appropriateness and effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for approval.