



China Hanking Holdings Limited
(The "Company")
Board Diversity Policy

1. Purpose

This Policy aims to set out the approach to achieve diversity on the Company's board of directors (the "Board").

2. Significance

The Company holds the belief that the board diversity will be immensely beneficial for the enhancement of the Company's performance. The board diversity helps the Board make reasonable decisions, improve efficiency of the Board, make sure high level of corporate governance and develop sustainably.

3. Policies

The Company will make efforts to keep an appropriate balance in diversity of skills, experience, opinions and point of view of the Board, to support the execution of business strategies and efficiency of operation.

With a view that "diversity" is a broad concept, the Company may consider the board diversity in designing the Board's composition from a number of aspects, including but not limited to gender, age, culture and educational background, professional experience, skills, knowledge and length of service. 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.

The Company is committed to the principle of equal opportunity for everyone, and no one will be discriminated against on the basis of race, gender, illness, nationality, religion or ideology, age, sexual orientation, family status or any other factor.

4. Implementation

The Nomination Committee should be responsible for the identification of individuals suitably qualified to become Board members, and shall fully consider this Policy in the process of performing its duties. The Board and the general meeting shall also take into full consideration of this Policy when making a determination of the Board composition.

5. Measurable Objectives

Selection of candidates for Board membership will be based on a range of diversity perspectives, including but not limited to gender, age, culture and educational background, 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, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect. The Board's composition (including gender, age, professional experience, and length of service) will be disclosed in the Corporate Governance Report in the annual report of the Company.

The Board will make best efforts to take opportunities to increase the proportion of female members 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 to promote the gender diversity.

6. Monitoring and Reporting

The Nomination Committee will monitor the implementation of this Policy and report the Board's composition under diversified perspectives in the Corporate Governance Report in the annual report of the Company.

7. Review of this Policy

The Nomination Committee will review the implementation and effectiveness of this Policy annually, and disclose the review results (including the progress of achieving the Company's objectives and how the Company reached its conclusion) in the Corporate Governance Report in the annual report of the Company. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for approval.

8. Disclosure of this Policy

This Policy will be published on the Company's website for public information. A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report in the annual report of the Company.