



UNI-PRESIDENT CHINA HOLDINGS LTD.

統一企業中國控股有限公司

(Stock code : 220)

(“Company”)

BOARD DIVERSITY POLICY

(Adopted by the board of directors of the Company on 18 June 2013,

Amended on 14 December 2018)

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

The Company continuously seeks to enhance the effectiveness of the Board and to maintain the highest standards of corporate governance and recognises and embraces the benefits of having a diverse Board. In order to achieve a diversity of perspectives, skills and experience within the Board, a number of factors will be considered when deciding on appointments to the Board and the continuation of those appointments, including but not limited to gender, age cultural and educational background, length of service, skills, regional and industry experience. In forming its perspectives on Board diversity, the Company will also take into account its own business model and specific needs from time to time.

The Company endeavours to ensure that its Board has an appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy and to ensure the effectiveness of the Board.

Appointment of Board members will continue to be made on a merit basis and candidates will be considered and nominated in accordance with the nomination policy of the nomination committee of the Company (“**Nomination Committee**”) against objective criteria, with due regard to the benefits of diversity on the Board. The Board believes that such appointments will best enable the Company to attain its strategic objectives and its sustainable development.

The Nomination Committee is primarily responsible for identifying suitable qualified

candidates to become members of the Board. In assessing potential candidates of the Board, the Nomination Committee will consider the abovementioned diversity perspectives as set out in this Policy.

The Nomination Committee will review this Policy from time to time, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss and propose any amendments to the Policy as it thinks fit, and recommend any such amendments to the Board for consideration and approval.

The Company will disclose a summary of this Policy, and any measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives in the corporate governance report of the Company's annual report. Full version of this Policy will be published on the website of the Company for public information.