



**UNI-PRESIDENT CHINA HOLDINGS LTD.**

**統一企業中國控股有限公司**

(Stock code : 220)

(“Company”)

**BOARD DIVERSITY POLICY (“POLICY”)**

This 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 of directors and the continuation of those appointments, including but not limited to gender, age, race, cultural and educational background, length of service, skills, professional experience, regional and industry experience and any other factors that the Board deems appropriate from time to time. To implement Board diversity, the Company shall not only appoint directors of the same gender. In addition, 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 adopted by the Company against objective criteria, and with due regard to the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to attain its strategic objectives and its sustainable development.

The nomination committee of the Board (“**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 give adequate consideration to this Policy.

The Nomination Committee shall review the implementation and effectiveness of this Policy on an annual basis to ensure the continued 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 shall 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 as set out in the Company's annual report. Full version of this Policy will be published on the website of the Company for public information.

First adopted on 18 June 2013

Updated on 14 December 2018 and 27 May 2022