



# **Grand Brilliance Group Holdings Limited**

## **Board Diversity Policy**

### **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 Grand Brilliance Group Holdings Limited (the “Company”).

### **2. Vision**

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

### **3. Policy Statement**

The Company believes that Board diversity is essential to achieve its strategic development and sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, 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.

#### **4. Measurable Objectives**

Selection of candidates of the Board members 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 and any other factors that the Board may consider relevant and applicable from time to time. 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, length of service) will be disclosed in the corporate governance report of the Company (the "CG Report") annually in accordance with the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited.

#### **5. Monitoring and Reporting**

The nomination committee of the Company (the "Nomination Committee") will report annually, in the CG Report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

#### **6. Review of Policy**

The Nomination Committee will review the Policy, as appropriate, to ensure the effectiveness of the Policy. The Nomination Committee will discuss any revisions to the Policy that may be required, and recommend any such revisions to the Board for consideration and approval.

#### **7. Disclosure of Policy**

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