



# CHINA WANTIAN HOLDINGS LIMITED

中國萬天控股有限公司

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 1854)**

(the “Company”)

## **BOARD DIVERSITY POLICY**

### **1 Purpose**

This Policy aims to set out the basic principles to be followed to ensure that the board (the “**Board**”) of directors of the Company (“**Director(s)**”) has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance in 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**

With a view to achieving 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 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 and also the needs of the Board without focusing on a single diversity aspect.

### **4 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, length of service and 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.

The composition and diversity profile of the Board is reported by the Company annually in its Corporate Governance Report.

## **5 Review and Monitoring**

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

## **6 Disclosure of this Policy**

This Policy is available 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 annual Corporate Governance Report.

(November 2022)