



## **STEED ORIENTAL (HOLDINGS) COMPANY LIMITED**

**駿東（控股）有限公司**

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

*(Stock Code: 8277)*

**(the "Company")**

### **BOARD DIVERSITY POLICY**

*(Updated on 18 February 2015)*

#### **Purpose**

1. The Company recognises the importance of board diversity to corporate governance and the board effectiveness.
2. The purpose of this policy is to set out the basic principles to be followed to ensure that the board of directors of the Company (the "**Board**") 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.

#### **Nomination and appointments**

3. Board nomination and appointments will continue to be made on merit basis based on the Company's business needs from time to time while taking into account diversity.
4. The nomination committee of the Board (the "**Nomination Committee**") has primary responsibility for identifying suitably qualified candidates to become members of the Board and shall give adequate consideration to this board diversity policy in the selection of Board candidates.

#### **Selection of Candidates**

5. Selection of Board candidates shall be based on a range of diversity perspectives with reference to the Company's business model and specific needs, including but not limited to gender, age, cultural background, educational background, skills, knowledge and professional experience.

### **Monitoring and reporting**

6. The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives, and monitor the implementation of this policy.

### **Review of this policy**

7. The Nomination Committee will review this policy periodically to ensure the effectiveness of this policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

### **Availability and update of the policy**

8. This policy shall be made available to the public by including the information on the website of the Company. This policy shall be updated and revised as and when necessary in light of changes in circumstances and applicable amendments to the regulatory requirements under the Rules Governing the Listing of Securities on the Growth Enterprise Market of The Stock Exchange of Hong Kong Limited adopted from time to time.

*Note: If there is any inconsistency between the English and Chinese versions of this document, the English version shall prevail.*