



C1

(1)

(2)

(3)

(4)

(i)

(ii)

H



All appointments by the Board of Directors shall be based on the principle of meritocracy. Candidates for board directors shall be selected based

- (2) They shall possess the necessary knowledge, skills, and qualities to perform their duties;
- (3) If elected, the candidate shall enable the board to have a reasonable professional structure; and
- (4) The board shall possess the diverse skills required to support the company's business.

The Nomination, Remuneration and Assessment Committee of the Board of Directors will review and evaluate the implementation of this policy as appropriate to ensure its effectiveness. It will assess the Company's diversity situation annually and report on the diversity composition of the Board and all employees (including senior management) in the Corporate Governance Report. The Nomination, Remuneration and Assessment Committee will discuss revisions to this policy as necessary and submit revision recommendations to the Board for approval.

The Company will ensure that at least one member of its Board of Directors is of a different gender. Following the listing of the Company's H shares on the Hong Kong Stock Exchange, the Company will strive to increase the proportion of members of the Board of Directors of different genders when selecting and recommending suitable candidates for appointment, thereby

enhancing gender diversity in accordance with stakeholder expectations and best practices. The Company will also continue to prioritize the development of female talent, promote gender diversity in recruitment, and provide more development opportunities for female employees. The Board of Directors will from time to time set measurable targets for diversity policy for Board members and all employees (including senior management). The Company will disclose a summary of this policy and the measurable targets and progress in the annual Corporate Governance Report.

The Company will (i) disclose the biographical details of each director in its annual report, (ii) report on the implementation status of the Board of Directors' diversity policy (including whether the Company has achieved Board of Directors diversity).

Unless otherwise specified, the terms used in these Rules shall have the same meanings as those in the Articles of Association.

In the event of any matter not covered by these Rules, or in the event of any conflict between these Rules and applicable laws, regulations, rules, normative documents, the relevant regulatory rules of the stock exchange where the Company's shares are listed, or the Articles of Association, the provisions of



the applicable laws, regulations, rules, normative documents, the relevant regulatory rules of the stock exchange where the Company's shares are listed, or the Articles of Association, shall prevail.

This policy shall take effect from the date of listing of the Company's H shares on the Hong Kong Stock Exchange and shall be interpreted by the