



WING ON COMPANY INTERNATIONAL LIMITED

永安國際有限公司

(Incorporated in Bermuda with limited liability)

(Stock code: 289)

(the “**Company**”)

BOARD DIVERSITY POLICY

1. Purpose

- 1.1 This policy aims to set out the approach to achieve diversity on the board of directors (“**Board**”) and the senior management team of the Company.

2. Policy statement

- 2.1 The Company recognises and acknowledges the benefits of a Board and senior management team that possesses a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Company’s business.
- 2.2 The Company believes that diversity enhances decision-making capability and thus the overall effectiveness of the Board and the senior management team in achieving sustainable business operation and enhancing shareholder value.
- 2.3 All Board appointments will be based on merit, and candidates will be considered against the selection criteria as set out below together with the diversity perspectives set out at 4.2 below, and the Company will be guided by these diversity perspectives when considering senior management appointments.
- 2.4 The Company will endeavor to identify and implement programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees or individuals and that, over time, will prepare them for senior management and/or Board positions.

3. Selection criteria

- 3.1 It is the policy of the Company to consider a number of factors when deciding on appointments to the Board and the continuation of those appointments, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, required experience, skills, knowledge and length of service.
- 3.2 The ultimate decision will be based on merit against objective criteria and contribution that the candidate will bring to the Board, taking into account the corporate strategy and business of the Company.

4. Monitoring and review of this policy

- 4.1 The nomination committee of the Company (“**Nomination Committee**”) will monitor the implementation of this policy.
- 4.2 The Nomination Committee will annually review the following and report to the Board:
- (a) structure, size and composition of the Board; and
 - (b) diversity of background, skills and experience (including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, required experience, skills, knowledge and length of service) of the Board.
- 4.3 The Nomination Committee will from time to time review this policy, as appropriate, to ensure the effectiveness of this policy.
- 4.4 The Board will report annually in the corporate governance report and such report shall include but not limited to:
- (a) the Board’s composition;
 - (b) any progress made in achieving these objectives; and
 - (c) a summary of this policy.

5. Disclosure of this policy

- 5.1 This policy will be published on the Company’s website for public information.

Hong Kong, 8 December 2022