



China Boton Group Company Limited

中國波頓集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 3318)

BOARD DIVERSITY POLICY

(Adopted by the Company on 16 June 2022)

1. Objective

This Policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of China Boton Group Company 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

With a view to achieving a sustainable and balanced development, increasing diversity at the Board level is an essential element in supporting the attainment of the Company’s strategic objectives 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 member of the Board.

4. Measurable Objectives

- 4.1 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 and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition (including gender, ethnicity, age, length of service) will be disclosed in the Corporate Governance Report annually.

- 4.2 The Company plans to appoint a suitable female Director by 31 December 2023 and target to achieve and maintain not less than 10% of female members in the Board and senior management.
- 4.3 To develop a pipeline of potential female successors to the Board, the Company will ensure that there is gender diversity when recruiting staff at middle to senior levels; and engage more resources in training female staff with the aim of promoting them to be members of the senior management or the Board.

5. Monitoring and Reporting

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.

6. Review of this Policy

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

7. Disclosure of this Policy

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.