

HKR INTERNATIONAL LIMITED
香港興業國際集團有限公司*
(the “Company”)

BOARD DIVERSITY POLICY

Purpose

- This Policy sets out the approach to diversity on the Board of Directors of the Company.

Policy Statement

- The Company recognizes and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage in supporting the attainment of its strategic objectives and its sustainable development. A truly diverse Board will include and make good use of difference in the professional experience, skills, knowledge, cultural and educational background, gender, age, ethnicity and other qualities of directors. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of skills and experience the Board as a whole required to be effective.

Measurable Objectives

- The Nomination Committee will discuss and agree annually all measurable objectives, targets, timeline and plans based on rigorous analysis and benchmarking data, which is subject to regular review and update when necessary, for achieving diversity on the Board and recommend them, if any, to the Board for adoption. 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 composition will be disclosed in the Corporate Governance Report annually.

Monitoring and Reporting

- The Nomination Committee will monitor the implementation of this policy and review benchmarking metrics for achieving diversity annually or as needed to ensure they are aligned with business developments and strategic plans.
- The Nomination Committee will conduct regular assessment of the gender diversity profile, including the gender balance at the board level and progress towards achieving gender diversity targets.
- The Nomination Committee will disclose and explain annually, in the Corporate Governance Report :
 - the Board composition under diversified perspectives;
 - how and when gender diversity will be achieved in respect of the Board, if applicable;
 - the numerical targets and timelines set for achieving gender diversity on the Board, if any; and
 - what measures the Company has adopted to develop a pipeline of potential successors to the Board to achieve gender diversity, if applicable.

Review of this Policy

- The Nomination Committee will review this Policy at least on annual basis, as appropriate, 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.

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.

Adopted on 27 March 2013 and updated on 16 March 2022

** Registered under the predecessor ordinance of the Companies Ordinance, Chapter 622 of the laws of Hong Kong*