



## **Thing On Enterprise Limited**

**晉安實業有限公司**

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

(the “Company”)

(Stock Code: 2292)

### **BOARD DIVERSITY POLICY**

#### **Objective**

1. The Company recognises and embraces the benefits of diversity in the board of directors of the Company (the “**Board**”) and is committed to enhancing equality of opportunity in all aspects of its business.
2. The Company sets out in this policy the principles to enhance the effectiveness of the Board and to maintain the highest standards of corporate governance.

#### **Policy Statement**

3. A Board composed of appropriately qualified people with a broad range of experience relevant to the business is important to effective corporate governance and sustained commercial success of the Company.
4. The Company endeavours to ensure that its Board has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy and in order for the Board to be effective.
5. Selection of candidates for Board appointments will be based on merit and candidates will be considered against a range of objective criteria, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills and knowledge, with due regard for the benefits of diversity on the Board.

#### **Monitoring and Reporting**

6. The nomination committee of the Company shall be primarily responsible for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to this policy.

7. The Company will disclose details of this policy, and any measurable objectives it has set itself in this regard, in the Corporate Governance Report which forms part of the Annual Report of the Company.
8. The Board will review this policy on a regular basis to ensure its continued effectiveness.

**Availability and update of the policy**

9. This policy shall be made available to the public by including the information on the website of the Company. The 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 Stock Exchange of Hong Kong Limited adopted from time to time.

Adopted on 8 March 2018