

COUNTRY GARDEN HOLDINGS COMPANY LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 2007)

(the “Company”)

BOARD DIVERSITY POLICY

(Revised by the Company pursuant to the board resolution passed on 25 March 2021)

1. Purpose

- 1.1 This Policy aims to set out the approach to achieve diversity on the board of directors of the Company (the “**Board**”).

2. Vision

- 2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

3. Policy Statement

- 3.1 The Company recognizes the benefits of a Board that possesses a balance of skill sets, experience, expertise and diversity of perspectives appropriate for the strategies and businesses of the Company. The Company believes that board diversity can enhance decision-making capability and corporate governance and thus the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.
- 3.2 All Board appointments will be based on merit, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

4. Measurable Objectives

- 4.1 The Company takes into consideration the benefits of various aspects of diversity, including but not limited to gender, age, culture, ethnicity, education background, skills, knowledge, professional experience and other factors that may be relevant from time to time towards achieving a diversified Board. Appointment to the Board is based on merit and attributes that the selected candidate will bring to the Board to complement and expand the competencies, experience and perspectives of the Board as a whole, taking into account the corporate strategy of the Company.
- 4.2 The composition and diversity profile of the Board are disclosed by the Company annually in its Corporate Governance Report.

5. Reviewing and Monitoring

- 5.1 The nomination committee of the Company (the “**Nomination Committee**”) is responsible for reviewing the structure, size, diversity profile and skills matrix of the Board, selecting individuals to be nominated as Directors, and making recommendation on these matters to the Board for approval.
- 5.2 The Nomination Committee reviews from time to time this Policy, monitors its implementation to ensure its continued effectiveness and make recommendation on any revisions as may be required to the Board for consideration and approval.

6. Disclosure of this Policy

- 6.1 This Policy will be published on the Company’s website for public information.
- 6.2 A summary of this Policy and the measurable objectives which the Company has set for implementing this Policy, and the progress on achieving those objectives, will be disclosed in the Corporate Governance Report of the Company annually.