

(Adopted on the 17th day of July 2020)

(採納於 2020 年 7 月 17 日)

CHI KAN HOLDINGS LIMITED

智勤控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立的有限公司)

(Stock code: 9913)

(股份代號：9913)

(the “Company” and 「本公司」)

Board Diversity Policy

董事會成員多樣化政策

CHI KAN HOLDINGS LIMITED

智勤控股有限公司

(the “Company” and 「本公司」)

Board Diversity Policy (the “Policy”)

董事會成員多樣化政策 (「本政策」)

1. Purpose

The Policy aims to set out the approach to achieve diversity on the Company’s board (the “**Board**”) of directors (the “**Directors**”).

2. Vision

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

3. Policy Statement

The Company seeks to achieve the diversity of the Board through the consideration of a number of factors, including but not limited to professional experience, skills, knowledge, gender, age, cultural and education background, ethnicity and length of service. All Board appointments will be based on merit and contribution that the selected candidates will bring to the Board while taking into account diversity.

1. 目的

本政策旨在列載本公司董事會 (「**董事會**」) 為達致董事 (「**董事**」) 成員多樣化而採取的方針。

2. 願景

本公司明白並深信董事會成員多樣化對提升公司的表現素質的裨益。

3. 政策聲明

本公司力圖透過考慮多項因素 (包括但不限於專業經驗、技能、知識、性別、年齡、文化及教育背景、道德及服務任期) 實現董事會多樣化。所有董事會成員之任命均以用人唯才及有關人選是否會為董事會帶來貢獻為原則，並同時考慮多樣性。

4. Measurable Objectives

4.1 The Company endeavours to ensure that our Board members have the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy.

4.2 The nomination committee (the “**Nomination Committee**”) of the Board will discuss and agree annually measurable objectives for implementing diversity on the Board and recommend them to the Board for adoption.

5. Monitoring and Reporting

The Nomination Committee will monitor and report annually in the corporate governance report on the implementation of the Policy.

6. Review of the Policy

The Nomination Committee will review the Policy from time to time to ensure the continued effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

7. Disclosure of the Policy

7.1 The Policy will be published on the Company’s website for public information.

7.2 A summary of the Policy together with the implementation of the Policy will be disclosed in the corporate governance report.

(Adopted on the 17th day of July 2020)

4. 可計量目標

4.1 本公司盡力保證董事會成員擁有適當平衡的技能、經驗及支持其執行業務策略所需的觀念多樣性。

4.2 董事會轄下的提名委員會（「**提名委員會**」）每年會討論及同意用作推行董事會多樣化的可計量目標，並會建議董事會採納該等可計量目標。

5. 監察及匯報

提名委員會將監察並於每年《企業管治報告》內匯報本政策的執行。

6. 檢討本政策

為確保本政策持續有效，提名委員會將不時檢討本政策。提名委員會將會討論任何需對本政策作出的修訂，並向董事會提出修訂建議，供董事會考慮及通過。

7. 披露本政策

7.1 本政策將登載在本公司網站供公開查閱。

7.2 本政策的概要及本政策的執行將在《企業管治報告》內披露。

（採納於 2020 年 7 月 17 日）