

*The Board Diversity Policy of Haichang Ocean Park Holdings Ltd. is available for viewing in English and traditional Chinese. If there is any inconsistency between the English and the traditional Chinese versions of the Board Diversity Policy of Haichang Ocean Park Holdings Ltd., the English version shall prevail over the traditional Chinese version.*



## **HAICHANG OCEAN PARK HOLDINGS LTD.**

### **海昌海洋公園控股有限公司**

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

**(Stock Code: 2255)**

**(the “Company”)**

## **BOARD DIVERSITY POLICY**

### **A. PURPOSE**

The board diversity policy (the “**Policy**”) sets out the approach to diversity of the board of directors of the Company (the “**Board**”).

### **B. SCOPE OF APPLICATION**

The Policy applies to the Board. The Policy does not apply to diversity in relation to employees of the Company and its subsidiaries.

### **C. POLICY STATEMENT**

The Company recognises and embraces the benefits of having a diverse Board, and sees diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the talents, skills, regional and industry experience, background, gender and other qualities of the members of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All appointments of the members of the Board are based on merit, with reference to the talents, skills and experience which the Board as a whole requires for operation.

The Nomination Committee of the Company (the “**Nomination Committee**”) reviews and assesses the composition of the Board and makes recommendations to the Board on appointment of new directors of the Company. The Nomination Committee also oversees the conduct of the annual review of the effectiveness of the Board.

In reviewing and assessing the composition of the Board, the Nomination Committee will consider the benefits of all aspects of diversity, including without limitation to those described above, in order to maintain an appropriate range and balance of talents, skills, experience and background of the Board.

In recommending candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity of the Board.

In overseeing the conduct of the annual review of the effectiveness of the Board, the Nomination Committee will consider the balance of talents, skills, experience, independence and knowledge of the Board and the diversity representation of the Board.

**D. MEASURABLE OBJECTIVES**

The Nomination Committee will discuss and agree annually all measurable objectives for achieving diversity of the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

**E. MONITORING AND REPORTING**

The Nomination Committee will report annually, in the corporate governance report of the Company, on the process it has used in relation to Board appointments. Such report will include a summary of the Policy, the measurable objectives set for implementing the Policy and progress made towards achieving these measurable objectives.

**F. REVIEW OF THE POLICY**

The Nomination Committee will review the Policy annually, which will include an assessment of the effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.