



SHENWAN HONGYUAN (H.K.) LIMITED

申萬宏源（香港）有限公司

(Incorporated in Hong Kong with limited liability)

(Stock code: 218)

BOARD DIVERSITY POLICY

Purpose

1. The Board Diversity Policy (the “Policy”) sets out the approach to achieve diversity on the board of directors (the “Board”) of Shenwan Hongyuan (H.K.) Limited (the “Company”).

Policy Statement

2. The Company recognizes and embraces of having a diverse Board is an essential element in maintaining high standard of corporate governance, and will help strengthen the business development of the Company and enhance the effectiveness and performance of the Board.

Selection Criteria

3. Selection of candidates will be based on a range of diversity perspectives, including but not limited to skills, knowledge, professional experience, gender, age, cultural and educational background and length of service, and any other factors that the Board may consider relevant and applicable from time to time. The ultimate decision will be based on merit and contribution that the selected candidate will bring to the Board, with due regard for the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.
4. The Company may set additional measurable objectives/specific diversity targets, which will be reviewed from time to time to ensure their appropriateness.

Monitoring and Review of the Policy

5. The Nomination Committee will monitor the implementation of the Policy.
6. The Nomination Committee will review the Policy at least annually to ensure its continued effectiveness. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for adoption.

Disclosure of the Policy

7. The Policy or a summary of the Policy together with any measurable objectives of the Policy and the progress made towards achieving those objectives, will be disclosed in the Corporate Governance Report contained in the Annual Report of the Company.

April 2023