

Jiujiuwang Food International Limited
久久王食品国际有限公司
(Incorporated in the Cayman Islands with limited liability)

BOARD DIVERSITY POLICY

Adopted by a resolution passed by the board of directors
on 18 February 2021

1. PURPOSE

This board diversity policy (the “**Policy**”) aims to set out the approach to achieve diversity on the board (the “**Board**”) of directors (the “**Director(s)**”) of Jiujiuwang Food International Limited 久久王食品国际有限公司 (the “**Company**”).

2. VISION

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

3. POLICY STATEMENT

With the aim of enhancing Board effectiveness and corporate governance as well as achieving our business objectives, the Company sees increasing diversity at the Board level as an essential element in supporting its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service with the Company and any other factors that the Board may consider relevant and applicable from time to time. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

The policy focuses on ensuring a balance composition of skills and experience at our Board level in order to provide a range of perspectives, insights and challenge that enable our Board to execute its duties and responsibilities effectively, support good decision making in view of the core businesses and strategy of our Group, and support succession planning and development of our Board. The ultimate decision in selecting the members of the Board will be based on merit and contribution that the selected candidates will bring to our Board.

4. MEASURABLE OBJECTIVES

Selection of candidates to the Board will be based on a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity,

professional experience, skills, knowledge and length of service with the Company 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 candidates will bring to the Board taking into account factors based on its own business model and specific needs from time to time and with due regard to the benefits of diversity on the Board.

Our Company will promote gender diversity at our Board and senior management. To ensure that appropriate balance of gender diversity, the nomination committee of the Company (the “**Nomination Committee**”) will identify suitable candidates of both genders to our Board to be appointed as Directors with reference to stakeholders’ expectation and international and local recommended best practices, with the ultimate goal of increasing the proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments so as to bring the Board to gender parity. We will continue to apply the principle of appointments based on merits with reference to our Board diversity policy as a whole and are committed to providing career development opportunities for female staff. Our nomination committee will aim to recommend at least 1 female Director candidate to the Board for its consideration at least once per year, with the aim of adding at least 1 female Director to the Board within one year after listing of the Company.

The Board’s composition will be disclosed in the corporate governance report of the Company (the “**Corporate Governance Report**”) annually in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

5. MONITORING

The Nomination Committee has been delegated by the Board to implement and monitor the Policy. It will review and assess the Board’s composition on behalf of the Board at least once annually taking into account the benefits of all relevant diversity aspects and adhere to the Policy when making recommendation on any Board appointments.

6. REVIEW OF POLICY

The Nomination Committee will review the Policy, assess its effectiveness and, where necessary, make any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

7. DISCLOSURE OF THE POLICY

The Policy will be published on the website of the Company for public information.

A summary of the Policy together with the measurable objectives and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report. The Board composition and the results of the review of the Board composition will also be disclosed in the Corporate Governance Report.

Note: If there is any inconsistency between the English and Chinese versions of this Policy, the English version shall prevail.