

## **BOARD DIVERSITY POLICY**

### **1. PURPOSE**

This policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of the Eminence Enterprise Limited (the “**Company**”).

### **2. VISION**

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

### **3. POLICY STATEMENT**

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and 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, professional experience, industry experience, skills, knowledge and length of service. All Board appointments will be based on the considerations aforesaid, and candidates will be considered, having due regard to diversity on the Board.

### **4. MEASUREABLE OBJECTIVES**

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional experience, industry experience, skills, knowledge and length of service. The ultimate decision will be based on contribution and diversity the selected candidates will bring to the Board.

### **5. MONITORING AND REVIEW OF THIS POLICY**

- 5.1** The Nomination Committee will monitor the implementation of this policy.
- 5.2** The Nomination Committee will from time to time and on regular basis review this policy, as appropriate, to ensure the effectiveness of this policy.



EMINENCE  
ENTERPRISE LIMITED  
高山企業有限公司

## **6. DISCLOSURE OF THIS POLICY**

A summary of this policy, including any measurable objects that it has set for implementing this policy, and progress on achieving those objectives must be disclosed in the corporate governance report contained in the Company's annual report and/or as required under the Rules Governing the Listing of Securities on The Hong Kong Stock Exchange Limited.

\* *In case of any inconsistency between the English version and the Chinese version, the English version shall prevail.*

*February 2019*