

# **Tianjin Development Holdings Limited**

## **Board Diversity Policy**

*(Adopted by the Board on 23 September 2013 and revised on 11 November 2022 and 30 March 2026)*

### **1. Purpose**

This board diversity policy (“**Policy**”) aims to set out the approach to achieve diversity on the board of directors (“**Board**”) of Tianjin Development Holdings Limited (the “**Company**”).

### **2. Scope of Application**

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

### **3. Policy Statement**

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

3.2 The Company believes that a truly diverse Board will include and make good use of differences in the talents, knowledge, skills, regional and industry experience, cultural and educational background, ethnicity, race, age, gender, length of service and other qualities of the members of the Board. The nomination committee of the Company (the “**Nomination Committee**”) will assist the Board to assess candidates using these and other factors to determine the optimum composition of the Board. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

### **4. Measurable Objectives**

4.1 The Board shall include at least one director of a different gender from other directors.

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

**4. Measurable Objectives** *(Cont'd)*

4.3 In assessing the composition of the Board, the Nomination Committee of the Company will consider the benefits of all aspects of diversity, including without limitation, those described above, in order to maintain an appropriate range and balance of talents, skills, experience and background on the Board, including but not limited to professional expertise in areas such as accounting and finance, auditing, investment, legal and compliance, risk management, technology.

**5. Monitoring and Review of this Policy**

The Nomination Committee will monitor the implementation of this Policy, and will review this Policy, as appropriate (at least every year), to ensure the implementation and effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

**6. Disclosure of this Policy**

A summary of this Policy together with any measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the corporate governance report as set out in the annual report of the Company on an annual basis.

*(The Chinese version is for reference only and in case of any discrepancy between the Chinese and English versions, the English version shall prevail.)*