



**SINO GOLF HOLDINGS LIMITED**

**順龍控股有限公司**

*(Incorporated in Bermuda with limited liability)*

**(Stock Code: 00361)**

**BOARD DIVERSITY POLICY**

**1. Objective**

- 1.1 This board diversity policy (the “**Policy**”) sets out the approach adopted by the board of directors (the “**Board**”) of Sino Golf Holdings Limited (the “**Company**”) regarding diversity of Board members.

**2. Vision**

- 2.1 The Company recognizes and embraces the importance and benefits of having a diverse Board in enhancing the Board effectiveness and corporate governance, which can be achieved through consideration of and making good use of differences in several factors, including but not limited to, gender, age, talents, skills, regional and industry experience, cultural and educational background, ethnicity and other qualities of the members of the Board, to enhance the quality of its performance. The Company shall not discriminate on the ground of race, age, gender or religious belief.
- 2.2 The Company also recognizes the importance and benefits of being able to attract, retain and motivate employees from the widest possible pool of available talent.

### **3. General Policy**

- 3.1 The Board continuously seeks to enhance its effectiveness and to maintain the highest standards of corporate governance and recognizes diversity at Board level as an essential element in maintaining competitive advantage and sustainable development. In designing the Board's composition, Board diversity has been considered from a number of perspectives, including but not limited to gender, age, talents, skills, regional and industry experience, cultural and educational background, ethnicity and other qualities. The Company will also take into account factors relating to its own business model and specific needs from time to time. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.
- 3.2 The Board strives to ensure that it has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategies and in order for the Board to be effective.
- 3.3 The Board reviews the recruitment and selection practices at all levels within the Company from time to time to ensure that such practices are appropriately structured so that a diverse range of candidates are considered.

### **4. Responsibility**

- 4.1 The nomination committee of the Company (the “**Nomination Committee**”) reviews and assesses the composition of the Board and the independence of the independent non-executive directors and makes recommendations to the Board on appointment of new directors of the Company. In recommending candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria and with due regards to the benefits of diversity on the Board. The Nomination Committee takes responsibility in assessing the appropriate mix of experience, expertise, skills and diversity required on the Board and assessing the extent to which the required skills are represented on the Board and overseeing the Board succession. The Nomination Committee will consider to set measurable objectives for implementing this Policy and review such objectives from time to time to ensure their appropriateness and ascertain the progress towards achieving those objectives. The Board's composition will be disclosed in the corporate governance report annually.

- 4.2 The Company is committed to diversity at all levels and will assess annually on its diversity profile, including but not limited to the gender, age and ethnicity balance of the Board, senior management and their direct reports. The Company will also assess annually its progress in achieving diversity objectives based on a range of diversity perspectives. The ultimate decision of selection of relevant candidates will be based on merit and contribution that the selected candidates will bring to the Board or senior management.
- 4.3 The Company will implement programs from time to time to assist in the development of a broader and more diverse pool of skilled and experienced employees and that, in time, their skills will prepare them for senior management and board positions.
- 4.4 The Nomination Committee is responsible for reviewing and reporting to the Board in relation to the effectiveness of this Policy. The Board will also review this Policy, as appropriate, to ensure the effectiveness of this Policy. In addition, the Board will disclose details of this Policy, and any measurable objectives that it has set for implementing this Policy and progress on achieving those objectives (if applicable) in the corporate governance report set out in the annual report of the Company.