



**PT INTERNATIONAL DEVELOPMENT CORPORATION LIMITED**

**保 德 國 際 發 展 企 業 有 限 公 司 \***

*(Incorporated in Bermuda with limited liability)*

**(Stock Code: 372)**

**(the “Company”)**

## **BOARD DIVERSITY POLICY**

### **1. Purpose**

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

### **2. Policy Statement**

The Company recognizes and embraces the benefits of having a diverse Board. 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.

### **3. Measurable Objectives**

Essentially, Board diversity would be considered based on a number of factors, including but not limited to gender, age, cultural, educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board candidates will be considered and appointed based on meritocracy, contribution that the selected candidates will bring to the Board against objective criteria, having due regard for the benefits of diversity on the Board. The ultimate decision will be based on merit and contribution that the selected candidate will bring to the Board.

### **4. Implementation of the Policy**

The Nomination Committee of the Company (the “Nomination Committee”) will review annually on the Board’s composition under diversified perspectives, including but not limited to progress on achieving any measurable objectives that had been set for implementing this Policy, and monitor the implementation of this Policy.

The Nomination Committee has primary responsibility for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to this Policy.

\* For identification purpose only

## **5. Monitoring and Reporting**

The Board, the Nomination Committee or a delegated committee appointed by any of them will disclose in the Corporate Governance Report of the Company's Annual Report, this Policy or a summary of this Policy, including any measurable objectives that it has set for implementing this Policy, and progress on achieving those objectives.

## **6. Review of this Policy**

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any proposed changes to the Board for consideration and approval.

Adopted on 7 August 2014 and amended on 23 January 2019