

CHINA OVERSEAS PROPERTY HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2669)

BOARD DIVERSITY POLICY

1. Introduction

- 1.1. This Policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of China Overseas Property Holdings Limited (the “**Company**”).

2. Scope

- 2.1. This policy applies to the Board only.

3. Policy Statement

- 3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the level of the Board 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, educational background, professional experience, knowledge, culture and length of service. 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 Selection of candidates will be based on the Company’s Nomination Policy and will take into account this Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, 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.
- 4.2 The Board will take opportunities to increase the proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments. The Board would ensure that appropriate balance of gender diversity is achieved with reference to stakeholders’ expectation and international and local recommended best practices, with the ultimate goal of bringing the Board to gender parity. The Board also aspires to having an appropriate proportion of directors who have direct experience in the core markets of the Company and its subsidiaries (the “**Group**”), with different ethnic backgrounds, and reflecting the Group’s strategy.

5. Review and Monitoring

- 5.1 The nomination committee of the Company (the “**Nomination Committee**”) will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions to the Policy that may be required and make recommendation to the Board for approval.
- 5.2 The Nomination Committee will monitor the implementation of this Policy by conducting review of the Board’s composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendation on any Board appointments. The Nomination Committee will also ensure that Board diversity is considered as part of the evaluation of the Board’s effectiveness.

6. Disclosure of this Policy

- 6.1 This Policy will be published on the Company’s website for public information.
- 6.2 A summary of this Policy together with the measurable objectives set by the Board from time to time for implementing this Policy, and the progress made towards achieving those objectives (if any) will be disclosed in the Corporate Governance Report annually.

Adopted: 9 October 2015
Amended: 23 March 2023