



CHINA INTERNET INVESTMENT FINANCE HOLDINGS LIMITED
中國互聯網投資金融集團有限公司

(Continued into Bermuda with limited liability)

(Stock Code: 810)

Board Diversity Policy
(this “Policy”)

1. Purpose

1.1 This Policy sets out the approach to achieve diversity of the board of directors (the “Board”) of China Internet Investment Finance Holdings Limited Company (the “Company”).

2. Vision

2.1 The Company recognises the benefits of having a diverse Board to enhance the quality of its performance and to maintain high standards of corporate governance.

3. Policy Statement

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

5. Reviewing and Reporting

- 5.1 The nomination committee of the Board (the “Nomination Committee”) will review this Policy and the measurable objectives, at least annually as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, recommend any such revisions to the Board, and monitor the implementation of this Policy.
- 5.2 The Nomination Committee will report annually on the Board’s composition under diversity perspectives in the corporate governance report of the Company.

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 and the Board diversity will be disclosed annually in the annual report of the Company.

(adopted by the Board on 17 December 2019)