



Honliv Healthcare Management Group Company Limited
宏力醫療管理集團有限公司

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

(Stock Code: 9906)
(股份代號：9906)

Board Diversity Policy
董事會成員多元化政策

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(the “Company”)
(「本公司」)

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(中文本為翻譯稿，僅供參考用)

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| 1. Purpose | 目的 |
| <p>This Policy aims to set out the approach to achieve diversity on the Company’s board (the “Board”) of directors (the “Directors”).</p> | <p>本政策旨在列載本公司董事會(「董事會」)為達致董事(「董事」)成員多元化而採取的方針。</p> |
| 2. Vision | 願景 |
| <p>The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.</p> | <p>本公司明白並認同董事會成員多元化對提升公司的表現素質的裨益。</p> |
| 3. Policy Statement | 政策聲明 |
| <p>A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit while taking into account diversity (including gender diversity).</p> | <p>一個真正多元化的董事會，當中董事有不同的技能、地區及行業經驗、背景、種族、性別及其他各異的素質。本公司在制定董事會成員的最佳組合時將考慮上述的種種差異。所有董事會成員之任命均以用人唯才為原則，並考慮多元化因素(包括性別多元化)。</p> |
| <p>The Company aims to build and maintain a Board with a diversity of Directors. The Nomination Committee will review at least annually the structure, size and composition of the Board and where appropriate, make recommendations on changes to the Board to complement the Company’s corporate strategy. In relation to reviewing and assessing the Board composition, the Nomination Committee will consider a number of aspects, including but not limited to skills, professional experience, educational background, knowledge, expertise, culture, independence, age and gender.</p> | <p>本公司旨在建立及維持董事會多元化的組合。提名委員會將至少每年檢討董事會的架構、人數及組成，並在適當情況下就任何為配合本公司的公司策略而對董事會提出改動的建議。在檢討及評估董事會組成時，提名委員會將會考慮多項因素，包括但不限於技能、專業經驗、教育背景、知識、專業知識、文化、獨立性、年齡及性別。</p> |

4. Measurable Objectives

Selection of candidates will be based on a range of diversity perspectives, including gender, age, culture, educational and background, ethnicity, regional and industry experience, skills and length of service. Such measurable objectives will be discussed and reviewed annually by The Nomination Committee for future Director's candidate selection. The ultimate decision on Directors' appointment will be based on merit and contribution that selected candidates will bring to the Board.

The Nomination Committee will use its best efforts, within three years from the Listing, to identify and recommend at least one suitable female candidate as the Director for the Board's consideration by the end of 2022, subject to the Directors (i) being satisfied with the competence and experience of the relevant candidate after a reasonable review of the necessary selection criteria in conjunction with the future development plan of the Group; (ii) satisfying their fiduciary duties to act in the best interest of the Company and the Shareholders and a whole when making the relevant appointment.

The Company will continue to make efforts to retain, train and recommend suitable female candidates to the Board to improve gender diversity of the Board.

5. Monitoring and Reporting

The Nomination Committee will report annually, in the corporate governance report contained in the Company's annual report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

可計量目標

候選人的選拔將基於多個多元化的角度來考慮，包括性別、年齡、文化及教育背景、種族、地區及行業經驗、技能及服務期限。為了日後選擇合適的董事候選人，提名委員會將每年就有關可量化目標進行討論及檢討。董事最終的委任決定，乃是基於選定候選人的優點長處及將為董事會所帶來的貢獻。

提名委員會將盡最大努力在上市後的三年內於2022年底前物色及推薦至少一名合適的女性董事候選人，供董事會考慮，惟前提是，(i)董事在合理考量必要的選擇標準連同本集團未來發展計劃後，信納相關候選人具備能力及經驗；(ii)在進行相關委任時，董事乃履行彼等的受信責任，以本公司及股東整體最佳利益行事。

本公司將繼續致力挽留、培訓及推薦合適的女性候選人加入董事會，以提升董事會的性別多元化。

監察及匯報

提名委員會將於每年在本公司年報刊載的《企業管治報告》內匯報，董事會組合在多元化方面的情况，並監察本政策的執行。

6. Review of this Policy

The Nomination Committee will review this Policy, as appropriate, to ensure the 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.

Adopted on June 17, 2020

檢討本政策

為確保本政策行之有效，提名委員會將於適當時候檢討本政策。提名委員會將會探討可能要進行的修訂，並向董事會提出修訂建議，供董事會考慮及通過。

於2020年6月17日採納