



**HM International Holdings Limited**  
*(Incorporated in the Cayman Islands with limited liability)*  
**(Stock Code: 8416)**

**Board Diversity Policy**

**1. PURPOSE**

1.1 This board diversity policy (this “Policy”) aims to set out the approach to achieving diversity on the board of directors (the “Board”) of HM International Holdings Limited (the “Company”, together with its subsidiaries, the “Group”) .

**2. VISION**

2.1 The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

**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.

3.2 In designing the Board’s composition, Board diversity has been considered from a wide range of aspects, including but not limited to gender, age, cultural background and educational background, ethnicity, professional experience and qualifications, skills, knowledge and length of service, and any other factors that the Board may consider relevant and applicable from time to time. High emphasis is placed on ensuring a balanced composition of skills and experience at the Board level in order to provide a range of perspectives, insights and challenge that enable the Board to discharge its duties and responsibilities effectively, support good decision making in view of the core businesses and strategy of the Group, and support succession planning and development of the Board.

For achieving an optimal Board, additional measurable objectives/specific diversity targets may be set and reviewed from time to time to ensure their appropriateness.

#### **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 Group's core markets, with different ethnic backgrounds, and reflecting the Group's strategy.

#### **5. REVIEW AND MONITORING**

- 5.1 This Policy has been approved and adopted by the Board. The Nomination Committee of the Company has been delegated with the overall responsibility for implementation, monitoring and periodic review of this Policy.

#### **6. DISCLOSURE AND PUBLICATION**

- 6.1 This Policy is available on the Company's website ([www.hetermedia.com](http://www.hetermedia.com)) for public information.
- 6.2 A summary of this Policy and the measurable objectives which the Board has set for implementing this Policy, and the progress on achieving those objectives, will be disclosed in the Corporate Governance Report of the Company annually.