

CHINA LESSO GROUP HOLDINGS LIMITED
(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 2128)
(the “**Company**”)

BOARD DIVERSITY POLICY (this “Policy”)

1. Objective

This Policy sets out the approach to achieving diversity on the board of directors (the “**Directors**”) of the Company (the “**Board**”).

2. Policy Statement & Measurable Objectives

The Company recognises that increasing diversity at the Board level will support the attainment of the Company’s strategic objectives and sustainable development. The Company believes that board diversity enhances decision-making capability and the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.

The Company seeks to achieve Board diversity through the consideration of a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and other qualities. The Company will also take into consideration its own business model and specific needs from time to time in determining the optimal composition of the Board. For achieving an optimal Board, additional measurable objectives or specific diversity targets may be set and reviewed from time to time to ensure their appropriateness.

Appointment to the Board is based on merit and attributes that the selected candidate will bring to the Board to complement and expand the competencies, experience and perspectives of the Board as a whole, taking into account the corporate strategy of the Company.

The Board is responsible for reviewing the structure, size, diversify profile and skills matrix of the Board and the progress in achieving the diversity objectives of the Company. The Board as a whole is also responsible for the selection and appointment of Directors and the review of succession plan of Directors. The Board is mindful of having an appropriately structured recruitment, selection and training programme at appropriate levels so as to identify and prepare suitable talents for Board positions.

Shareholders are provided with detailed information of each candidate for appointment or re-election to the Board through announcements and circulars published prior to general meetings of the Company.

The composition and diversity of the Board is reported by the Company in its Corporate Governance Report.

3. Review and Monitoring

The Board reviews this Policy and monitors its implementation to ensure its continued effectiveness annually.

4. Disclosure and Publication

This Policy is available on the Company's website for public information.

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.

Updated on 30 December 2022