

**Wan Leader International Limited**  
(the “Company”, together with its subsidiaries as the “Group”))

**BOARD DIVERSITY POLICY (the “Policy”)**

**1. Purpose**

- 1.1 The Policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “**Board**”).

**2. Vision**

- 2.1 The Company acknowledge its board of directors should have a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Company’s business. The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor. The Company believes that board diversity enhances decision-making capability and a diverse board is more effective in dealing with organisational changes and less likely to suffer from group thinking. Board diversity is recognised as an essential element contributing to the sustainable development of the Company by enabling it to attract, retain and motivate employees from the widest possible pool of available talent.
- 2.2 The Company continuously seeks to enhance the quality and effectiveness of the Board by maintaining the highest standards of corporate governance and recognising and embracing the benefits of diversity in the Board.
- 2.3 The Company sees diversity as a wide concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including gender, age, cultural and educational background or professional experience, skills, regional and industry experience, background, race, and other qualities etc.
- 2.4 In forming its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

**3. Policy statement**

- 3.1 The Company endeavours to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives that are required to support the

execution of its business strategy and to maximise the Board's effectiveness.

3.2 Board appointments will be based on meritocracy and contribution that the candidates will bring to the Board. Candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to serve its shareholders and other stakeholders going forward.

3.3 The Board will give adequate consideration to the Policy when it identifies suitably qualified candidates to become members of 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, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

#### **5. Review and disclosure of the Policy**

5.1 The nomination committee of the Board review the Policy on a regular basis to ensure its effectiveness, will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

5.2 The Company will disclose details of the Policy together with any measurable objectives it has set itself in this regard and the progress made towards achieving those objectives including the Company's diversity profile, in the corporate governance report set out in its annual report.

6. This Policy should be interpreted in its English version in case of ambiguities.

28 December 2018