大悦城控股 GRANDJOY | 中粮 COFCO

JOY CITY PROPERTY LIMITED
大悦城地產有限公司

(incorporated in Bermuda with limited liability)

(Stock code: 207)

BOARD DIVERSITY POLICY

1. VISION AND PURPOSE

Joy City Property Limited (the "**Company**") recognises and embraces the benefits of having a diverse board of directors to enhance the quality of its performance. This policy ("**Policy**") aims to set out the approach to achieve diversity on the board (the "**Board**") of directors the Company (the "**Director(s)**").

2. SCOPE AND MEASURABLE OBJECTIVES

The Board shall consider a number of objective factors in achieving the Board diversity. Such factors include, but are not limited to, gender, age, cultural and educational background, work or professional experience, skills, knowledge, the Company's business model and its specific needs, strategy and objectives, 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 Company and its subsidiaries ("**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.

Selection of candidates will be based on the nomination policy of the Company, this Policy and the requirements on board composition and diversity set out in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Listing Rules**"). The ultimate decision will be based on merit and contribution that the chosen candidate(s) 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.

The nomination committee of the Company (the "**Nomination Committee**") is mandated to, among other matters, identify or select suitably qualified candidates to become Board members, make recommendations to the Board on the selection of individuals nominated for directorship and review the composition of the Board. In carrying out the said responsibilities and other related matters, the Nomination Committee shall give adequate consideration to this Policy.

3. REVIEW AND MONITORING

The Nomination Committee should review the implementation and effectiveness of this Policy on annual basis. The Nomination Committee will discuss any revisions to the Policy that may be required and make recommendation to the Board for approval.

The Nomination Committee will monitor the implementation of this Policy by conducting review of the Board's composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendation on any Board appointments. The Nomination Committee will also ensure that Board diversity is considered as part of the evaluation of the Board's effectiveness.

4. DISCLOSURE

The Policy shall be made available on the website of the Company.

In accordance with the Listing Rules, the Company shall disclose, among other matters, a summary of this Policy, as well as any measurable objectives that have been set for implementation of this Policy, in the Corporate Governance Report in its Annual Report.

Adopted in August 2013
Updated in March 2023