

i.century Holding Limited

愛世紀集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8507)

(the “Company”)

BOARD DIVERSITY POLICY

(Adopted on 29 March 2018 and revised on 21 June 2019)

1. PURPOSE

The Board Diversity Policy (the "Policy") sets out the principles and measures to achieve diversity on the board of directors (the "Board") of the Company.

2. VISION

2.1 The Company recognises the benefits of having a diverse Board. As such, the Policy is formulated to improve the standard and quality of management through achieving diversity on the Board in a wide range of aspects, including but not limited to management skills, experience, perspectives, race, gender, disability, nationality, cultural and educational background, ethnicity, religious or philosophical belief, age, sexual orientation, family status or any other factor the Board may consider relevant and applicable from time to time. The Company is committed to the equal opportunity in all aspects of its business and does not discriminate on the grounds of any of the aforementioned aspects.

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 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 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 and educational background, ethnicity, professional experience, skills, knowledge and length of service, and any other factors that the Board may consider relevant and applicable from time to time. All Board appointments will be based on meritocracy, and candidates to the Board (“candidates”) will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

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

Selection of candidates will be based on the Company's nomination policy and will take into account the Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

5. MONITORING AND REPORTING

The nomination committee (the “Nomination Committee”) will report annually, in the Corporate Governance Report, on the Board’s composition under diversified perspectives, and monitor the implementation of this Policy.

6. REVIEW OF THE POLICY

The Nomination Committee will review the Policy, as appropriate, to ensure its effectiveness, and recommend any such revisions to the Board for consideration and approval when necessary.

7. DISCLOSURE OF THE POLICY

7.1 This Policy will be published on the Company’s website for public information.

7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report of the Company annually.