

HORIZON CONSTRUCTION DEVELOPMENT LIMITED

宏信建設發展有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 9930)

BOARD DIVERSITY POLICY

(Adopted on April 11, 2023)

1. Purpose

The board diversity policy (the “**Policy**”) sets out the approach to diversity on the board of directors of the Company (the “**Board**”).

2. Scope of Application

The Policy applies to the Board.

To enhance the effectiveness of its corporate governance, the Company is committed to adopting similar approach to promote diversity at all levels of the Company from the Board downwards.

3. Policy Statement

The Company recognizes and embraces the benefits of having a diverse Board, and sees diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the perspectives, professional experience, talents, skills, knowledge, cultural and education background, gender, age, ethnicity, length of service and other qualities of the members of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All appointments of the members of the Board are made on merit, in the content of the perspectives, talents, skills and experience the Board as a whole requires to be effective.

The Nomination Committee of the Company (the “**Nomination Committee**”) reviews and assesses the composition of the Board and makes recommendations to the Board on appointment of new directors of the Company, and oversees the conduct of the annual review of the effectiveness of the Board. The Nomination Committee also develops and maintains this Policy and periodically reviews the effectiveness of this Policy and whether the measurable objectives are achieved and/or should be amended. The Nomination Committee will disclose the Policy (or a summary thereof) and the progress towards achieving the measurable objectives in the Company’s corporate governance report.

In reviewing and assessing the composition of the Board, the Nomination Committee will consider the benefits of all aspects of diversity, including without limitation, those described above, in order to maintain an appropriate range and balance of perspectives, talents, skills, experience and background on the Board.

In recommending candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

In overseeing the conduct of the annual review of the effectiveness of the Board, the Nomination Committee will consider the balance of perspectives, talents, skills, experience, independence and knowledge on the Board and the diversity representation of the Board.

4. Measurable Objectives

The Nomination Committee will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

5. Monitoring and Reporting

The Nomination Committee will report annually, in the corporate governance report of the Company, on the process it has used in relation to Board appointments. Such report will include a summary of the Policy, the measurable objectives set for implementing the Policy and progress made towards achieving these measurable objectives.

6. Review of the Policy

The Nomination Committee will review the Policy annually, which will include an assessment of the effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required and recommend any such revisions to the Board for approval.

7. Disclosure of the Policy

The Policy will be published on the Company's website for public perusal.

A summary of the Policy and the measurable objectives for implementing the Policy (if any) as well as the progress towards achieving those objectives will be disclosed in the Company's corporate governance report annually.