

Board Diversity Policy

1. Purpose

- 1.1. The board diversity policy (the “**Policy**”) aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of Cosmos Machinery Enterprises Limited (the “**Company**”).

2. Vision

- 2.1. The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

3. Policy Statement

- 3.1. The board diversity is an essential measure of good governance. It is also an essential element contributing to the sustainable development of the Company. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on 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 Company will also take into account factors based on its own business model and specific needs from time to time. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

4.2. Moreover, the Board will select and make recommendations on eligible candidates for Board appointments with reference to stakeholders' expectations and international and local recommended best practices, in order to ensure the maintenance of gender diversity.

5. Implementation of the Policy

5.1. The nomination committee of the Company (the “**Nomination Committee**”) will review annually on the Board's composition under diversified perspectives, including but not limited to progress on achieving any measurable objectives that set for implementing the Policy, and monitor the implementation of the Policy.

5.2. The Nomination Committee has primary responsibility for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to the Policy.

5.3. The Board will report annually in the Corporate Governance Report set out in the Annual Report of the Company and such report shall include but not limited to the Board's composition, the progress on achieving any measurable objectives that set for implementing the Policy and a summary of the Policy.

6. Review of the Policy

6.1. The Nomination Committee will review the Policy annually to ensure the effectiveness of the Policy, and discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

(The English version of the Policy shall prevail in case of any discrepancy or inconsistency between the English version and its Chinese version.)

Revised on 21 November 2022