China Everbright Limited

(the "Company")

Board Diversity Policy

(Version Date: 22 June 2026)

1. Purpose

The purpose of this Board Diversity Policy is to enhance the effectiveness of the Board of Directors by promoting diversity in its composition. A diverse Board brings a wide range of perspectives, experiences, skills, and knowledge, which can contribute to better decision-making, improve corporate governance and enhance long-term value creation for the Company and its shareholders.

The Company regards increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives, as well as its sustainable and balanced development. 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, geographical location, professional experience, skills, knowledge, track records and any other factor that the Board may consider relevant and applicable from time to time. All Board appointments are made on merit, in the context of the competencies, skills and experience the Board as a whole required. The aforementioned board diversity elements shall also be considered. In the meanwhile, this policy should be implemented in conjunction with the " Director Nomination & Succession Policy" and "Independent Non-executive Directors Policy" of the Company. The reasonable composition of the Board as well as the balance of its competencies, skills and relevant experience should be fully considered during the selection of new Board members.

2. Scope

This policy applies to all current and future appointments to the Board of Directors of the Company.

3. Diversity Dimensions

3.1 Gender

- When considering candidates for Board positions, the Company recognizes the gender will be taken into account as an important factor in ensuring a balanced and diverse Board.

3.2 Age

- The Company recognizes the value of having a mix of different age groups on the Board. Senior directors bring a wealth of experience and wisdom, while younger directors can offer fresh perspectives and insights into emerging trends and technologies.

3.3 Professional Background

- The Board should comprise members with diverse professional backgrounds relevant to the Company's business operations. This includes but is not limited to finance, accounting, law, marketing, operations, technology and industry specific expertise.

- Each new Board appointment should be evaluated based on the skills and experience gaps within the existing Board to ensure a well-rounded and complementary set of capabilities.

3.4 Ethnicity and Cultural Background

- The Company values the contribution of directors from different ethnic and cultural backgrounds. It will actively seek to include directors from diverse ethnic and cultural groups to reflect the global nature of the Company’s business and the diverse customer base it serves.

- When sourcing candidates, the Company will consider individuals from different ethnic and cultural backgrounds to promote cross-cultural understanding and innovation within the Board.

4. Recruitment and Selection Process

4.1 Sourcing

- The Nomination Committee will use a wide range of channels to source potential Board candidates, including executive search firms, professional networks, industry associations and referrals.

- These channels will be selected to ensure access to a diverse pool of candidates.

4.2 Evaluation Criteria

- In addition to traditional criteria such as qualifications, experience and integrity, candidates will be evaluated based on their potential to contribute to board diversity.

- The Nomination Committee will consider how each candidate's background, skills and perspectives can enhance the diversity of the Board in terms of gender, age, professional background, ethnicity and cultural background.

4.3 Shortlisting and Appointment

- The Nomination Committee will shortlist candidates based on a comprehensive assessment, ensuring that a diverse group of candidates is considered for each Board vacancy.

- The final appointment decision will be made by the Board, taking into account the overall diversity of the Board and the needs of the Company.

5. Monitoring and Review

5.1 Annual Reporting

- The Company will report annually on the composition of the Board in terms of diversity metrics, including the percentage of female directors, the age distribution of directors and the breakdown of professional backgrounds and ethnicities.

- This information will be disclosed in the Company's annual report to provide transparency to shareholders and other stakeholders.

5.2 Regular Review

- The Nomination Committee will conduct a regular review of the Board Diversity Policy and its implementation. This review will assess whether the Company is making progress towards its diversity goals and identify any areas for improvement.

- Based on the review findings, the Nomination Committee will recommend any necessary adjustments to the policy or the recruitment and selection process to ensure the continued effectiveness of the Board Diversity Policy.