

EDICO Holdings Limited

(the “Company”)

BOARD DIVERSITY POLICY (THE “POLICY”)

1. Objective

The Company recognizes the importance of board diversity which is beneficial for the enhancement of the Company’s performance. The Policy aims to set out the approach with the objective of achieving diversity on the Company’s board (the “**Board**”) of directors (the “**Directors**”).

2. Policy

The nomination committee (the “**Nomination Committee**”) of the Company reviews and assesses the Board composition on behalf of the Board and recommends the appointment of new Directors. In addition to its terms of reference, the Nomination Committee will also take into account the following:

- 2.1 In designing and reviewing the Board’s composition, the Nomination Committee will consider 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.
- 2.2 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.

3. Measurable Objectives

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 ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition (including gender, ethnicity, age, length of service) will be disclosed in the corporate governance report of the Company (“**CG Report**”) annually.

4. Monitoring and Reporting

The Nomination Committee will disclose the composition of the Board annually in the corporate governance report of the Company and monitor the implementation of this Policy. A summary of the Policy together with the measurable objectives set for implementing the Policy, and the progress made towards achieving those objectives will be disclosed in the annual corporate governance report of the Company.

5. Review of this Policy

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

6. Disclosure of this Policy

6.1 This Policy will be published on the Company's website for public information.

6.2 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 annual CG Report.