

Wing Lee Development Construction Holdings Limited

榮利營造控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 9639)

BOARD DIVERSITY POLICY

Wing Lee Development Construction Holdings Limited 榮利營造控股有限公司 (the “**Company**”) is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor.

The Company continuously seeks to enhance the effectiveness of the board of directors of the Company (the “**Board**”) by maintaining the highest standards of corporate governance and recognizing and embracing the benefits of diversity in the boardroom. The Company sees diversity as a wide concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including professional experience and qualifications, cultural and educational background, age, gender and the potential contributions that the candidate is expected to bring to the Board. 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.

The Company endeavours to ensure that the Board members have the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy.

Board appointments will continue to be made on a merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to serve its shareholders and other stakeholders going forward.

The Nomination Committee of the Board (the “**Nomination Committee**”) will monitor and report annually in the corporate governance report on the implementation of this policy.

The Nomination Committee will review this Policy from time to time to ensure the continued 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.

This policy is available in the English and Chinese language. In case of inconsistency, the English version shall prevail.

This policy is made available on the website of the Company.