



# Strong Petrochemical Holdings Limited

## 海峽石油化工控股有限公司\*

*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code : 852)

### BOARD DIVERSITY POLICY

#### 1. Purpose

- 1.1 This Policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of Strong Petrochemical Holdings 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 In order to achieve a diversity of perspectives among members of the Board, it is the policy of the Company to consider a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service, when determining the composition of the Board. The Company will also take into account factors based on its own business model and specific needs from time to time. The appointments of all members of the Board 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.

#### 5. Monitoring and Reporting

- 5.1 The Nomination Committee will report annually, in the Corporate Governance Report of the Company, on the composition of the Board under diversified perspectives, and monitor the implementation of this Policy.

\* *For identification purpose only*

## **6. Review of this Policy**

- 6.1 The Nomination Committee will review this Policy, as appropriate, to ensure 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.

## **7. Disclosure of this Policy**

- 7.1 This Policy will be published on the website of the Company for public information.
- 7.2 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 Corporate Governance Report of the Company annually.