



**WMCH Global Investment Limited**  
*(Incorporated in the Cayman Islands with limited liability)*

**BOARD DIVERSITY POLICY**

**A. PURPOSE**

1. This Board Diversity Policy (the “**Policy**”) aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of WMCH Global Investment Limited (the “**Company**”).

**B. SCOPE**

2. This Policy applies to the Board. It does not apply to diversity in relation to the employees of the Company or any of its subsidiaries.

**C. POLICY STATEMENT**

3. The Board recognises and embraces the benefits of having a diverse Board with a view to enhancing its effectiveness and maintain the highest standard of corporate governance. The Board also sees diversity as an essential element in maintaining a competitive advantage and contributing to the attainment of the strategic objectives and sustainable development of the Company.
4. The Board believes that a diversity of perspectives can be achieved through consideration of a number of factors, including without limitation, gender, age, cultural and educational background, professional experience, talents, skills, knowledge, length of service, experience and other qualities of Directors.
5. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately having regard to the Company’s own business model and specific needs. The ultimate decision of all Board appointments should be based on meritocracy and the likely contributions that the selected candidates will bring to the Board.
6. The Company value gender diversity and will continue to take steps to promote gender diversity at all levels of our Company, including but without limitation at the Board and senior management levels. In recognising the particular importance of gender diversity, the Company is committed to provide career development opportunities for female staff. The Board will seek to shortlist at least one suitable female candidate for future appointments to our Board so that the Board will consist of at least 25% female directors within two years from the date on which the Company is listed on GEM of The Stock Exchange of Hong Kong Limited. Nevertheless, the Company will continue to apply the principle of appointments based on merits with reference to the board diversity policy as a whole.

**D. MEASURABLE OBJECTIVES**

7. The Board will discuss and where necessary, agree on and adopt the measurable objectives for achieving diversity on the Board. The Company aims to maintain an appropriate balance of diversity perspectives of the Board that are relevant to the Company's business growth.

**E. MONITORING AND REPORTING**

8. A summary of this Policy and where applicable, the measurable objectives that the Board has adopted for implementation of this Policy and the progress made towards achieving these objectives, should be disclosed annually in the Company's Corporate Governance Report.

**F. REVIEW OF THE POLICY**

9. The Board will review and revise this Policy, as appropriate, to ensure the effectiveness of this Policy.

Adopted by the Board on 6 November 2019

*Note:* If there is any inconsistency between these English and Chinese versions of the Board Diversity Policy, the English version shall prevail.