



GREENHEART GROUP LIMITED

綠心集團有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code: 94)

Board Diversity Policy

Updated: 10 June 2025

GREENHEART GROUP LIMITED
(the “Company”)

Board Diversity Policy

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 the Company.

Basic Principles

2. To achieve a sustainable and balanced development, the Company encourages increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.
3. In designing the Board’s composition, the diversity of the Board has been considered 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, and any other factors that the Board may consider relevant and applicable from time to time.
4. 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.

Measurable objectives

5. 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, and any other factors that the Board may consider relevant and applicable from time to time. It will be based on the Company’s Nomination Policy and will take into account this Policy.
6. The ultimate decision will be based on merit, ability and contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board.
7. The Board will ensure that appropriate balance of gender diversity is achieved with reference to stakeholders’ expectation and international and local recommended best practices, with the goal to have both male and female representatives on its Board with no less than 10% is female representation. The Company recognises that this target does not represent a “ceiling” as the Company will continue to look for opportunities to further increase female representation.

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Review and Monitoring

8. The Nomination Committee will review this Policy at least annually, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions to the Policy that may be required and make recommendation to the Board for approval.
9. The Nomination Committee will monitor the implementation of this Policy by conducting review of the Board’s composition taking into account the Company’s business model, specific needs and the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendation on any Board appointments. The Nomination Committee will also ensure that board diversity is considered as part of the evaluation of the Board’s effectiveness.

Disclosure

10. This Policy or a summary of this Policy will be disclosed in the Corporate Governance Report contained in the Company’s annual report.