



BOARD DIVERSITY POLICY Approved and adopted on 28 July 2022

Principle

Pacific Basin is committed to the highest standards of corporate governance. We are an equal opportunity employer and provide equality of opportunity to all employees and directors, and applicants for employment regardless of race, ethnic or national origin, sex, marital or civil partnership status, disability, age, religion or beliefs, sexual orientation, transgender status or any other factor not relevant to the job requirements.

Pacific Basin recognises and values the differences between individuals and the various skills and perspectives that these differences contribute.

The Board believes that appropriate diversity in its composition is essential to bring significant benefits to the Board and the Company and to ensure better long-term shareholder value.

Policy Statement

The Board continues to seek to enhance its effectiveness and to maintain the highest standards of corporate governance and recognises and embraces the benefits of diversity (as defined below) in the boardroom. The Board endeavours to ensure an appropriate balance of skills, experience and diversity to support the needs and requirements of the business and its stakeholders.

Board appointments will 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.

Roles and Responsibilities

The Nomination Committee, having the delegated responsibilities from the Board, will review the structure, size and composition of the Board at least annually and makes recommendations on any proposed changes to the Board to ensure its effectiveness.

In reviewing Board composition, the Nomination Committee takes into consideration the Company's business strategy, determines the appropriate level of diversity including, but not limited to those defined below, and if necessary, refines the nomination process in order to achieve an appropriate range and balance of skills, experience and background of the Board.

Monitoring and Reporting

The Nomination Committee is responsible for the implementation of the Policy and will ensure that appropriate disclosures are made in the Company's Annual Report regarding Board Diversity in compliance with the Hong Kong Listing Rules.

Review of the Policy

The Nomination Committee will review the implementation and effectiveness of the Policy on an annual basis, and any required improvement or revisions will be recommended to the Board for approval.

Definition

Diversity includes, but is not limited to differences that relate to gender, age, ethnicity, disability, sexual orientation and cultural background. It also includes differences in life experience, professional skills, and regional and or industry experience, communication styles, interpersonal skills, education as well as personality and behavioural traits.