

**海南美蘭國際空港股份有限公司**  
**Hainan Meilan International Airport Company Limited\***

*(A joint stock company incorporated in the People's Republic of China with limited liability)*

(Stock Code: 357)

(the “Company”)

**BOARD DIVERSITY POLICY**

**Adopted in 9 November 2022**

**1. PURPOSE**

This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “Board”).

**2. VISION**

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

**3. POLICY STATEMENT**

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and maintaining its sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria, having due regard for the benefits of diversity on the Board.

**4. MEASURABLE TARGETS**

4.1 In order to achieve the sustainable and balanced development, the Company commits to selecting the best suitable candidates for the relevant positions. Selection of candidates will be based on a range of diversity perspectives, including but not limited to the Company’s needs, gender, educational background, professional experience, skills, knowledge and length of service, age, cultural background and ethnicity and, in case of independent non-executive directors, the independence requirements set out in the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (as amended from time to time). The ultimate decision will be based on merit and contribution that the selected candidates could bring to the Board.

4.2 The Board will take opportunities to increase the ratio of female members over time when selecting and making recommendations on eligible candidates for Board appointments. The Board will ensure an appropriate balance of gender diversity on the Board by reference to international and local recommended best practice.

## **5. MONITORING AND REPORTING**

The nomination committee of the Company (the “**Nomination Committee**”) will report annually, in the Corporate Governance Report, on the Board’s composition under diversified perspectives, and monitor the implementation of this Policy.

## **6. REVIEW OF THIS POLICY**

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**

This Policy will be published on the Company’s website for public information. A summary of this Policy and the progress of implementing this Policy will be disclosed in the Corporate Governance Report annually.

*Note: If there is any inconsistency between the English and Chinese versions of this document, the Chinese version shall prevail.*

*\* For identification purposes only*