



AUSNUTRIA DAIRY CORPORATION LTD

澳優乳業股份有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 1717)

(the “Company”)

BOARD DIVERSITY POLICY

(the “Policy”)

1. PURPOSE

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

2. SCOPE OF APPLICATION

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

3. POLICY STATEMENT

3.1 The Company recognizes and embraces the benefits of building a diverse and inclusive Board, and agrees to increase diversity at Board level continuously, in order to achieve and maintain a sustainable development and a competitive advantage.

3.2 Board diversity has been considered from a range of diversity perspectives, including but not limited to gender, age, ethnicity, educational background, professional expertise, industry experience, management function and length of service. These aspects will be considered in determining the optimum composition of the Board and should be balanced appropriately when possible and necessary.

3.3 Underpinned by meritocracy, all Board appointments will be considered against objective criteria, with due regard for the benefits of diversity on the Board.

4. MEASURABLE OBJECTIVES

4.1 The Board must annually discuss and establish measurable objectives for achieving diversity on the Board. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

5. MONITORING AND REPORTING

5.1 The Nomination Committee of the Board (the “**Committee**”) reviews and assesses the Board’s composition, and reports annually in the Corporate Governance Report under diversified perspectives. Such report will include a summary of the Policy and the progress made towards the achievement of the measurable objectives.

5.2 The Committee is also responsible for overseeing the implementation of the Policy and making recommendations to the Board regarding the measurable objectives and Board succession, to maintain an appropriate mix of diversity.

6. REVIEW OF THE POLICY

6.1 The Committee will conduct an annual review of the Policy which includes an assessment of the effectiveness of the Policy, and discuss any revisions that may be required and recommend any revisions to the Board for consideration and approval.

7. DISCLOSURE OF THE POLICY

7.1 The Policy will be posted on the Company’s website for public information.

7.2 A summary of the Policy and the progress made towards the achievement of the measurable objectives will be disclosed in the annual Corporate Governance Report.

8. POLICY GOVERNANCE

- 8.1 The Policy is owned and approved by the Board.

- 8.2 The Company Secretary is responsible for the document management regarding the Policy.

Adopted by the Board with effect from 1 September 2013