

**China Starch Holdings Limited (the “Company”)**  
**中國澱粉控股有限公司(「本公司」)**

**BOARD DIVERSITY POLICY (the “Policy”)**  
**董事會成員多元化政策 (「本政策」)**

(中文本為翻譯稿，僅供參考用)

**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 Policy applies to the Board only.

**3. Policy Statement**

3.1 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 its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural, race, educational background, professional experience, skills, knowledge and independence. 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.

**4. Measurable Objectives**

4.1 Selection of Board candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural, race, educational background, professional experience, skills, knowledge and independence. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

**1. 目的**

1.1 本政策旨在列載本公司董事會(「董事會」)為達致成員多元化而採取的方針。

**2. 適用對象**

2.1 本政策只適用於董事會。

**3. 政策聲明**

3.1 為達致可持續的均衡發展，本公司視董事會層面日益多元化為支持其達到戰略目標及維持可持續發展的關鍵元素。本公司在設定董事會成員組合時，會從多個方面考慮董事會成員多元化，包括但不限於性別、年齡、文化、種族、教育背景、專業經驗、技能、知識及獨立性。董事會所有委任均以用人唯才為原則，並在考慮人選時以客觀條件充分顧及董事會成員多元化的裨益。

**4. 可計量目標**

4.1 甄選董事會人選將按一系列多元化範疇為基準，包括但不限於性別、年齡、文化、種族、教育背景、專業經驗、技能、知識及獨立性。最終將按人選的長處及可為董事會提供的貢獻而作決定。

4.2 The Company should not have a single gender Board in a long run. Therefore, the Company should appoint at least one director of a different gender on the Board by the end of 2024.

4.2 長遠而言，本公司不應有單一性別的董事會。因此，本公司應該在2024年底前委任至少一名不同性別的董事。

## **5. Monitoring and Reporting**

5.1 The nomination committee of the Board (the “Nomination Committee”) will report annually, in the Corporate Governance Report of the Company’s annual report, on the Board’s composition under diversified perspectives, and monitor the implementation of this Policy, including but not limited to the Company’s progress on achieving the measureable objectives as set out in this Policy.

## **5. 監察及匯報**

5.1 董事會提名委員會(「提名委員會」)將每年在本公司年報的《企業管治報告》內匯報董事會在多元化層面的組成，並監察本政策的執行，包括但並不限於達到本政策中可計量目標的進度。

## **6. Review of this Policy**

6.1 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.

## **6. 檢討本政策**

6.1 提名委員會將在適當時候檢討本政策，以確保本政策行之有效。提名委員會將會討論任何或需作出的修訂，再向董事會提出修訂建議，由董事會考慮及審批。

## **7. Disclosure of this Policy**

7.1 This Policy will be published on the Company’s website for public information.

## **7. 本政策的披露**

7.1 本政策登載在本公司網站供公眾查閱。