

(Effective as from 18 March 2020)

(自2020年3月18日起生效)

SUNRAY ENGINEERING GROUP LIMITED
新威工程集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島成立之有限公司)

(Stock code: 8616)

Board Diversity Policy
董事會成員多元化政策

Sunray Engineering Group Limited

新威工程集團有限公司

(the “Company”)

(「本公司」)

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董事會成員多元化政策

(中文本為翻譯稿，僅供參考用)

1. Purpose

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

目的

本政策旨在列載本公司董事會(「**董事會**」)為達致董事(「**董事**」)成員多樣化而採取的方針。

2. Vision

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

願景

本公司明白並深信董事會成員多樣化對提升公司的表現素質裨益。

3. Policy Statement

The Company seeks to achieve the diversity of the Board through the consideration of a number of factors, including but not limited to gender, age, cultural and educational background, professional qualifications, skills, knowledge, industry experience, ethnicity and length of service. All Board appointments will be based on merit and contribution that the selected candidates will bring to the Board while taking into account diversity.

政策聲明

本公司力圖透過考慮多項因素(包括但不限於性別、年齡、文化及教育背景、專業資格、技能、知識、行業經驗、道德及服務任期)實現董事會多樣化。所有董事會成員之任命均以用人唯才及有關人選是否會為董事會帶來貢獻為原則，並同時考慮多樣性。

4. Measurable Objectives

可計量目標

- 4.1 The Company endeavours to ensure that our Board members have the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy.
- 4.2 The nomination committee (the “Nomination Committee”) of the Board will discuss and agree annually measurable objectives for implementing diversity on the Board and recommend them to the Board for adoption
- 4.1 本公司盡力保證董事會成員擁有適當平衡的技能、經驗及支持其執行業務策略所需的觀念多樣性。
- 4.2 董事會轄下的提名委員會(「提名委員會」)每年會討論及同意用作推行董事會多樣化的可計量目標，並會建議董事會採納該等可計量目標。

5. Monitoring and Reporting

監察及匯報

- The Nomination Committee will monitor and report annually in the corporate governance report on the implementation of the Policy.
- 提名委員會將監察並於每年《企業管治報告》內匯報本政策的執行。

6. Review of this Policy

檢討本政策

- The Nomination Committee will review the Policy from time to time to ensure the continued effectiveness of the Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.
- 為確保本政策持續有效，提名委員會將不時檢討本政策。提名委員會將會討論任何需對本政策作出的修訂，並向董事會提出修訂建議，供董事會考慮及通過。

7. Disclosure of this Policy

披露本政策

- 7.1 The Policy will be published on the Company’s website for public information.
- 7.2 A summary of the Policy together with the implementation of the Policy will be disclosed in the corporate governance report.
- 7.1 本政策將登載在本公司網站供公開查閱。
- 7.2 本政策的概要及本政策的執行將在《企業管治報告》內披露。

(Adopted on the 18th day of March 2020)

(採納於自2020年3月18日)