LOTUS HORIZON HOLDINGS LIMITED

智中國際控股有限公司

(incorporated in the Cayman Islands with limited liability)

(Stock code: 6063)

BOARD DIVERSITY POLICY

1 PURPOSE

The board diversity policy (the "**Policy**") sets out the objective and approach to achieve and maintain diversity of the Board of Directors (the "**Board**") of Lotus Horizon Holdings Limited (the "**Company**").

2 SCOPE OF APPLICATION

The Policy applies to the Board. It does not apply to diversity in relations to employees of the Company and its subsidiaries.

3 POLICY STATEMENT

With the objective of enhancing the effectiveness of the Board and maintaining the high standard of corporate governance, the Company recognises increasing diversity at the Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in a number of aspects, including but not limited to professional experience, skills, knowledge, gender, age, cultural and education background, ethnicity and length of service and any other factors that the Board might consider relevant and applicable from time to time in order to achieve board diversity. These differences will be considered in determining the optimum composition of the Board and, when possible, should be balanced appropriately. All Board appointments will be based on merit and the contribution which the selected candidates will bring to the Board. Candidates will be considered against objective criteria, with due regard for the benefits of the diversity on the Board.

4 MEASURABLE OBJECTIVES

4.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, religious and philosophical belief, disability, nationality, sexual orientation, family status, ethnicity, professional experience, skills, knowledge, length of services or any other factor the Board may consider relevant and applicable from time to time and beneficial to the implementation of the business strategy of the Company or development of the business of the Company. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

4.2 When identifying potential candidates to the Board, the Board and the Nomination Committee shall, among others, (i) consider the current level of representation of female on the Board and the senior management when making ecommendations for nominees; (ii) ensure that appropriate balance of gender diversity is achieved with reference to investors' expectation, and international and local ecommended best practices; (iii) consider the criteria that promotes diversity by making references to the code of practices on employment published by the Equal Opportunities Commission from time to time; and (iv) implement a succession planning policy so as to afford stability to the long term management and succession of the Company.

4.3 The nomination committee of the Company (the **"Nomination Committee"**) will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption.

5 MONITORING AND REPORTING

The Nomination Committee will report annually, in the corporate governance report of the Company (the "**Corporate Governance Report**"), on the process it has used in relation to the Board appointments and about the implementation of the Policy. Such report will include a summary of the Policy, the measurable objectives set for implementing the Policy and progress made towards achieving those objectives.

6 REVIEW OF THE POLICY

The Nomination Committee will review the Policy annually to ensure the 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.

7 DISCLOSURE OF THE POLICY

7.1 The Policy will be published on the Company's website for public information.

7.2 A summary of the Policy will be disclosed in the Corporate Governance Report on an annual.

Adopted by the Board on 5 March 2020 and amended on 23 June 2026.

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