

# MADISON

— G R O U P —

**Madison Holdings Group Limited**

**麥迪森控股集團有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

(the “**Company**”)

## **Board Diversity Policy**

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The board of directors (the “**Board**”) of the Company firmly believes that the increasing diversity at the board level is one of the essential elements in supporting the attainment of its strategic objectives and its sustainable development. The Company recognizes and embraces the benefits of diversity of Board members. It endeavours to ensure that the Board has a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Group’s business, therefore, the Company formulates this Board Diversity Policy.

Diversity of board members can be achieved through consideration of a number of factors, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and service tenure, etc. The Company should take into account its own business model and specific needs, and disclose the rationale for the factors it uses for this purpose.

While determining the composition of the Board, the Company shall finally make decisions based on the value of candidates and contributions they can brought to the Board. All nominees proposed by the Board shall comply with the principle of appointment based on merits and fully take into account objective conditions and benefits of diversity of the Board while considering candidates.

The Nomination and Corporate Governance Committee will report the composition of the Board at a diversity policy and review the policy when appropriate to ensure its effectiveness. The Nomination and Corporate Governance Committee will discuss any amendments to the Board Diversity Policy when necessary and propose such amendments to the Board for the approval of the Board.