

Tianjin Development Holdings Limited

Board Diversity Policy

(Adopted by the Board on 23 September 2013 and revised on 11 November 2022)

1. Purpose

This board diversity policy (the “**Policy**”) aims to set out the approach to achieve diversity on the board of directors (“**Board**”) of Tianjin Development Holdings Limited (the “**Company**”).

2. Scope of Application

The Policy applies to the Board.

3. Policy Statement

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

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

5. Monitoring and Review of this Policy

The nomination committee of the Company will monitor the implementation of this Policy, and will review this Policy, as appropriate (at least every year), to ensure the implementation and effectiveness of this Policy. The nomination committee of the Company will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

6. Disclosure of this Policy

A summary of this Policy together with any measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the corporate governance report as set out in the annual report of the Company on an annual basis.