



WING ON COMPANY INTERNATIONAL LIMITED

永安國際有限公司

(Incorporated in Bermuda with limited liability)

(Stock code: 289)

(the “**Company**”)

BOARD DIVERSITY POLICY

1. Purpose

- 1.1 This policy aims to set out the approach to achieve diversity on the board of directors (the “**Board**”) of the Company.

2. Policy statement

- 2.1 The Company recognises and acknowledges the benefits of a Board that possesses a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Company’s business and strategic objectives.
- 2.2 The Company believes that diversity enhances decision-making capability and thus the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.
- 2.3 All Board appointments will be based on merit, and candidates will be considered against the selection criteria together with the diversity perspectives set out in this policy.
- 2.4 The Company will endeavour to identify and implement programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees or individuals and that, over time, will prepare them for Board positions.

3. Selection criteria

- 3.1 It is the policy of the Company to consider a number of factors when deciding on appointments to the Board and the continuation of those appointments, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, required experience, skills, knowledge and length of service.
- 3.2 The Company should appoint at least one director of a different gender to the Board for the promotion of gender diversity.
- 3.3 The ultimate decision will be based on merit against objective criteria and contribution that the candidate will bring to the Board, taking into account the corporate strategy and business of the Company.

4. Monitoring and review of this policy

- 4.1 The nomination committee of the Company (“**Nomination Committee**”) will monitor the implementation of this policy.
- 4.2 The Nomination Committee will annually review the following and report to the Board:
- (a) structure, size and composition of the Board;
 - (b) diversity profile and skills matrix of the Board; and
 - (c) succession plan of directors.
- 4.3 The Nomination Committee will from time to time review this policy, as appropriate, to ensure the effectiveness of this policy and compliance with regulatory requirements and good corporate governance practice and make recommendation on any proposed revisions as may be required to the Board for approval.
- 4.4 The Company will report annually in its Corporate Governance Report:
- (a) the Board’s composition;
 - (b) a summary of this policy; and
 - (c) the results of the Company’s review of the implementation of this policy conducted during the year (including progress towards the Company’s objectives and how the Company has arrived at its conclusion).

5. Disclosure of this policy

- 5.1 This policy will be published on the Company’s website for public information.

Hong Kong, 31 December 2025