

**GLORY SUN FINANCIAL GROUP LIMITED**  
**寶新金融集團有限公司**  
(Incorporated in the Cayman Islands with limited liability)  
(Stock code: 01282)  
(the “Company”)

**BOARD DIVERSITY POLICY**

*(adopted by the board of directors of the Company (the “Board”) in November 2015  
and revised in March and May 2019)*

**1. PURPOSE**

- 1.1 The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor.
- 1.2 This policy aims to set out the approach to achieve diversity on the Board.

**2. POLICY STATEMENT**

- 2.1 The Company recognizes the benefits of having a Board that has a balance of skills, experience and diversity of perspectives appropriate to enhance the quality of its performance.
- 2.2 The Company maintains that appointments to the Board should be based on merit that complements and expands the skills and experience of the Board as a whole, and after due regard to factors which include but not limited to gender, age, cultural and educational background, and/or professional experience, and any other factors that the Board may consider relevant and applicable from time to time towards achieving a diverse Board.
- 2.3 The Nomination Committee of the Company (the “NC”) is responsible for reviewing the structure, size and composition of the Board and the appointment of new directors of the Company from time to time to ensure that it has a balanced composition of skills and experience appropriate to the requirements of the Company’s businesses, with due regard to the benefits of diversity on the Board.

**3. MEASURABLE OBJECTIVES**

- 3.1 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.

**4. MONITORING AND REVIEW OF THIS POLICY**

- 4.1 The NC will monitor the implementation, and from time to time to review, this Policy, as appropriate, to ensure the effectiveness of this Policy.

**5. DISCLOSURE OF THIS POLICY**

- 5.1 This Policy will be published in the corporate governance reports in the Company’s annual reports and on the Company’s website.

*May 2019*