



## **SOHO China Limited.**

(Stock code: 00410)

("The Company")

### **Board of Directors (BOD) Diversified Policy**

#### **1. Purpose**

The Company is committed to diversity and inclusion. This Policy is prepared for the purpose of achieving a diversified guideline that the BOD should be composed of the professionals with a balance of skills, experience and diversity of perspective appropriate to the Company's business.

#### **2. Scope of Application**

This Policy applies to the board of directors (BOD) of the Company.

#### **3. BOD Diversified Policy**

3.1 To realize sustainable and balanced development, the nomination committee shall, when they decide the appointment to the BOD and the continuation of those appointments, consider such factors, including but not limited to, as gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, length of service in the Company as well as the legitimate interests of major shareholders.

3.2 The Company believes that the factors mentioned in Clause 3.1 are related to its business for the reasons as below:

All appointments by the BOD of the Company are decided according to personnel's ability and talents. The Company operates in a diversified business environment. The interests of its employees, customers, suppliers, other people who has business dealings with the Company, and the government or other institutions that have an impact on the Company, and even the the general public, will be comprehensively considered. And the optimal interest of the Company's shareholders will be ensured. If the BOD is established by taking full account of such objective conditions as gender, age, cultural and educational background, and ethnicity of its members, the interests of all parties mentioned above can be fully responded to.

Professional experience, skills, knowledge and length of service in the Company are still important factors that contribute to the quality of the BOD's decisions.

**4. The Company will continue to decide on appointment to the BOD considering the merit of candidates and believes this is consistent with the principle of achieving the diverse viewpoints and perspectives as stated above.**

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To ensure the effectiveness of this Policy, the BOD will review the Policy from time to time and make necessary revisions or updates.