

KWONG LUEN ENGINEERING HOLDINGS LIMITED
(the “**Company**”)
(Incorporated in the Cayman Islands as an exempted company with limited liability)
(**Stock Code: 1413**)

BOARD DIVERSITY POLICY

1. Purpose

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

2. 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 selection criteria.

3. Selection Criteria

Selection of candidates will be based on a range of diversity perspectives, which would include but not be limited to gender, age, cultural and educational background, 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. The Board’s composition will be disclosed in the Corporate Governance Report annually.

4. Monitoring and Review of this Policy

4.1 The Nomination Committee will disclose the composition of the Board annually in the Corporate Governance Report and monitor the implementation of this Policy by regularly reviewing the board diversity policy and assessing its effectiveness, and where necessary, make any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

4.2 The Nomination Committee will from time to time review this Policy, as appropriate, to ensure the effectiveness of this Policy.

5. Disclosure of this Policy

5.1 A summary of this Policy will be disclosed in the annual Corporate Governance Report.

10 March 2021

Note: This Policy is prepared in both English and Chinese. In the event of any inconsistency between the English and the Chinese versions, the English version shall prevail.