



FIRST PACIFIC COMPANY LIMITED

第一太平有限公司

(Incorporated with limited liability under the laws of Bermuda)

Website: www.firstpacific.com

(Stock Code: 00142)

BOARD DIVERSITY POLICY (“THE POLICY”)

1. Purpose

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

2. Vision

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

3. Policy Statement

- 3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All future Board appointments will be based on merit, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

4. Measurable Objectives

- 4.1 Selection of candidates will include consideration of 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. The Board’s composition (including gender, ethnicity, age and length of service) will be disclosed in the Company’s Corporate Governance Report annually.

5. Monitoring and Reporting

- 5.1 The Nomination Committee will report annually, in the Company’s Corporate Governance Report, on the Board’s composition under diversified perspectives, and monitor the implementation of this Policy.

6. Review of this Policy

- 6.1 The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

7. Disclosure of this Policy

- 7.1 This Policy will be published on the Corporate Governance section of the Company's website for public information.
- 7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives, will be disclosed in the Company's annual Corporate Governance Report.

Revised on 23 August 2019

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