



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

1. Purpose

- 1.1 This Policy sets out the approach to achieve diversity on the board of directors (the “**Board**”) of First Pacific Company Limited (the “**Company**”).

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. The Board will have a minimum representation of 20 per cent. of either gender. The Nomination Committee will endorse the measurable objectives for achieving Board diversity as appropriate.

5. Reviewing and Reporting

- 5.1 The Nomination Committee will review the implementation and effectiveness of this Policy at least annually and make recommendations on any revisions to the Board for consideration and approval to ensure its continued appropriateness and effectiveness.
- 5.2 A summary of this Policy, together with the measurable objectives set for the implementation of this Policy will be disclosed annually in the Company's Corporate Governance Report.

6. Disclosure of this Policy

- 6.1 This Policy will be published on the Company's website for public information.

Revised and approved by the Board on 14 October 2022

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