

Ye Xing Group Holdings Limited
燁星集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)
(the “**Company**”)
(**Stock Code: 1941**)

**BOARD DIVERSITY AND EMPLOYEE
(INCLUDING SENIOR MANAGEMENT) DIVERSITY POLICY**
(this “**Policy**”)

(Adopted by the Company at a meeting of the board of directors of the Company (the “**Board**”)
on 17 February 2020 and amended pursuant to the Board resolution passed
on 27 August 2025)

1. Purpose

- 1.1 This Policy aims to set out the approach of the Company to achieve diversity on the Board and employee (including senior management).

2. Vision

- 2.1 The Company recognises and embraces the benefits of having a diverse Board and employee (including senior management) to enhance the quality of its performance.

3. Policy Statement

- 3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level and employee (including senior management) level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.
- 3.2 The nomination committee (the “**Nomination Committee**”) reviews and assesses composition of the Board and employee (including senior management) on behalf of the Board and recommends the appointment of new directors and employee (including senior management), taking into account a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, industry and regional experience, and length of service. All Board and employee (including senior management) appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board and employee (including senior management).

4. Measurable Objectives

- 4.1 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 and the Company. The Board's composition (including gender, ethnicity, age and length of service) will be disclosed in the corporate governance report of the Company (the "**CG Report**") annually.

5. Monitoring and Reporting

- 5.1 The Nomination Committee will report annually in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"), in the CG Report, on the composition of the Board and the employee (including senior management) under diversified perspectives, and monitor the implementation of this Policy.

6. Review of this Policy

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

7. Disclosure of this Policy

- 7.1 This Policy will be published on the Company's website and the Stock Exchange'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 CG Report annually.

Note: If there is any inconsistency between the English and Chinese versions of this document, the English version shall prevail.