

WINFAIR INVESTMENT COMPANY LIMITED

(“the Company”)

BOARD DIVERSITY POLICY

(Adopted on 1 September 2013)

1. Purpose

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

2. Policy statement

- 2.1 The company views that the increasing diversity at the Board level will benefit the Company’s overall sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, professional skills, knowledge or length of service. All board appointments will be based on merit, and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board.

3. Measurable Objectives

- 3.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional skills, knowledge or length of service.
- 3.2 The Board should ensure the balance of skills and experience to ensure an optimum Board and efficient stewardship.
- 3.3 The Board should ensure that it comprises Directors who are sufficiently experienced and independent in character and judgement.
- 3.4 The final decision will be based on merits and their potential contribution that the selected candidates will bring to the Board.

4. Monitoring and Reporting

- 4.1 The Board will report annually, in the Corporate Governance Report, on the Board's composition under diversified perspectives and monitor the implementation of this Policy.

5. Review of this Policy

- 5.1 At least, annually, the Board will review the Policy to ensure its continued effectiveness and, if deemed advisable, recommend changes.

6. Disclosure of this Policy

- 6.1 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 annual Corporate Governance Report.