

Green Tea Group Limited

綠茶集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 6831)

Board Diversity Policy

1. Objective

- 1.1 This board diversity policy (the “**Policy**”) sets out the approach adopted by the board of directors (the “**Board**”) of Green Tea Group Limited (the “**Company**”) regarding diversity of Board members.

2. General Policy

- 2.1 The Board continuously seeks to enhance its effectiveness and to maintain the highest standards of corporate governance and recognizes diversity at all other levels of the Company from the Board downwards as an essential element in maintaining competitive advantage and sustainable development. In designing the Board’s composition, board diversity has been considered from a number of factors, including but not limited to professional experience, skills, knowledge, gender, age, cultural and education background, ethnicity and length of service with the Company. The Company will also take into account factors based on its own business model and specific needs from time to time. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.
- 2.2 The Board strives to ensure that it has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategies and in order for the Board to be effective.

3. Responsibility

- 3.1 The nomination committee of the Company (the “**Nomination Committee**”) reviews and assesses the composition of the Board and the independence of the independent non-executive directors, and makes recommendations to the Board on appointment of new directors of the Company. In recommending candidates for appointment to the Board, the Nomination Committee will ensure the diversity of the Board members and compliance with the relevant code governing board diversity under the Corporate Governance Code contained in Appendix C1 to the Rules Governing the Listing of securities on the Stock Exchange of Hong Kong Limited (the “**Listing Rules**”). The Board’s composition will be disclosed in the corporate governance report annually.
- 3.2 The Nomination Committee will review this Policy and the Company’s diversity profile (including gender balance from time to time), as appropriate, to ensure the continued effectiveness of this Policy. In addition, the Board will disclose details of this Policy, any measurable objectives that it has set for implementing the Policy, and progress on achieving those objectives in the corporate governance report set out in the annual report of the Company and/or as required under the Listing Rules.

(If there is any inconsistency between the English and Chinese version, the English version shall prevail.)