

COUNTRY GARDEN HOLDINGS COMPANY LIMITED

碧桂園控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock code: 2007)

(the “Company”)

BOARD DIVERSITY POLICY

(Revised by the Company pursuant to the board resolution passed on 13 December 2022)

1. Purpose

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

2. Vision

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

3. Policy Statement

- 3.1 The Company recognizes the benefits of a Board that possesses a balance of skill sets, experience, expertise and diversity of perspectives appropriate for the strategies and businesses of the Company. The Company believes that board diversity can enhance decision-making capability and corporate governance and thus the overall effectiveness of the Board in achieving sustainable business operation and enhancing shareholder value.
- 3.2 All 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 The Company takes into consideration the benefits of various aspects of diversity, including but not limited to gender, age, culture, ethnicity, education background, skills, knowledge, professional experience and other factors that may be relevant from time to time towards achieving a diversified Board. Appointment to the Board is based on merit and attributes that the selected candidate will bring to the Board to complement and expand the competencies, experience and perspectives of the Board as a whole, support good decision making in view of the core businesses and the corporate strategy of the Company, and support succession planning and development of the Board.
- 4.2 The composition and diversity profile of the Board are disclosed by the Company annually in its Corporate Governance Report.

5. Diversity on the Succession Plan

- 5.1 In general, the Company recruits and elects suitable persons as director candidates in accordance with the nomination policy of the Company so as to comprehensively achieve the Board’s decision making and supervisory functions.
- 5.2 The Company may also train their executives as director candidates by assigning the executives different jobs through job rotation, going abroad and being directors of subsidiaries to expand their participation and familiarity in the Company and improve their ability to formulate company policy, supervise and execute internal control, legal compliance and risk management.
- 5.3 To maintain the professional and experience inheritance of the directors of the Company (the “Directors”), the Company plans the succession for the Board through taking into account the nomination policy as a reference, inviting current Directors to recommend suitable candidates, and considering the Company’s executives as well as the Director candidates recommended by

shareholders of the Company. The Director candidate list obtained shall be submitted to the Board for review and serve as a reference for planning succession candidates for Directors. The Board will measure the gender diversity of the succession pipeline.

- 5.4 The Company sets to obtain one or two female candidates to be considered and, if appropriate, be appointed as director(s) of the Company within a few years so as to achieve better gender diversity on the Board.

6. Reviewing and Monitoring

- 6.1 The nomination committee of the Company (the “**Nomination Committee**”) is responsible for reviewing the structure, size, diversity profile and skills matrix of the Board, selecting individuals to be nominated as Directors, and making recommendation on these matters to the Board for approval.
- 6.2 The Nomination Committee reviews from time to time this Policy, monitors its implementation to ensure its continued effectiveness and make recommendation on any revisions as may be required to the Board for consideration and approval.

7. Disclosure of this Policy

- 7.1 This Policy will be published on the Company’s website for public information.
- 7.2 A summary of this Policy and the measurable objectives which the Company has set for implementing this Policy, and the progress on achieving those objectives, will be disclosed in the Corporate Governance Report of the Company annually.

-End-