



亞洲聯合基建控股有限公司

ASIA ALLIED INFRASTRUCTURE HOLDINGS LIMITED

(Incorporated in Bermuda with Limited Liability)
(Stock Code: 00711.HK)

BOARD DIVERSITY POLICY

1. Purpose

The board diversity policy (the “**Policy**”) aims to set out the approach to achieve diversity on the board of directors (the “**Board**” or the “**Directors**”) of Asia Allied Infrastructure Holdings Limited (the “**Company**”).

2. Vision

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance and maintain a sustainable development in long run.

3. Policy Statement

A truly diverse Board should include and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit while taking into account diversity.

4. Measurable Objectives

Board diversity shall be achieved through consideration of a number of factors and measurable objectives, including, but not limited to:

- (i) gender;
- (ii) age;
- (iii) cultural background;
- (iv) educational background; and
- (v) professional expertise, industry experience, skills and knowledge.

5. Monitoring and Reporting

The Nomination Committee is responsible for monitoring the implementation of the Policy and reports thereon in the corporate governance report of the Company on an annual basis.

6. Review of the Policy

The Board will review the Policy annually to ensure the effectiveness of the Policy. The Board will discuss any revisions that may be required, and approve such revisions accordingly.

7. Disclosure of the Policy

The Policy will be made available on the Company's website for public information.

A summary of the Policy together with the measurable objectives set for implementing the Policy will be disclosed in the corporate governance report of the Company on an annual basis.

27 June 2022

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