

Trigiant Group Limited
俊知集团有限公司
(“Company”)
(“本公司”)

BOARD DIVERSITY POLICY
董事会多元性政策

First adoption date: 26 August 2013
首次采纳日期: 2013 年 8 月 26 日

Last amendment effective date: 28 March 2022
最新修订生效日期: 2022 年 3 月 28 日

本公司致力在其业务各方面实行平等机会原则，任何人不会因种族、性别、残疾、国籍、宗教或思想信仰、年龄、性倾向、家庭岗位或任何其他因素而受到歧视。

The Company is committed to equality of opportunity in all aspects of its business and does not discriminate on the grounds of race, gender, disability, nationality, religious or philosophical belief, age, sexual orientation, family status or any other factor.

本公司一直务求提升其董事会效率及维持最高水准的公司管治，以及认定并确信董事会成员多元化的好处。本公司视多元化为一个广宽概念，并相信要获得多样化的观点与角度，可以从多方面的因素考虑，包括技能、地区与行业经验、背景、性别及其他特质等。在实行多元化方面，本公司亦将根据本身的业务模式及与时俱进的特定需要去考虑各种因素。

The Company continuously seeks to enhance the effectiveness of its board of directors (“**Board**”) by maintaining the highest standards of corporate governance and recognizing and embracing the benefits of diversity in the boardroom. The Company sees diversity as a wide concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including skills, regional and industry experience, background, gender and other qualities etc. In forming its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

本公司竭力确保其董事会成员在技巧、经验及观点与角度多样化方面保持适当的平衡，以支持其业务策略的执行及令董事会有效运作。

The Company endeavours to ensure that its Board has the appropriate balance of skills,

experience and diversity of perspectives that are required to support the execution of its business strategy and to maximize the Board's effectiveness.

董事会成员的委任将继续以用人唯贤的准则，根据客观标准考虑可担任董事会成员的人选，并适当考虑董事会成员多元化的好处。董事会相信以用人唯贤的准则委任董事将最能有利于本公司继续为其股东以至其他持份者服务。

Board appointments will continue to be made on a merit basis and candidates will be considered against objective criteria, with due regard for the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to serve its shareholders and other stakeholders going forward.

董事会将充分考虑本政策以物色具备合适资格的人士担任董事会成员。

The Board will give adequate consideration to this Policy when it identifies suitably qualified candidates to become members of the Board.

董事会将定期检讨本政策以确保其持续成效。此外，本公司将在其年报内的公司管治报告中披露本政策的详情以及任何符合香港联合交易所有限公司证券上市规则在此方面的任何可计量的目标。

The Board will review this Policy on a regular basis to ensure its implementation and continued effectiveness. In addition, the Company will disclose details of this Policy, and any measurable objectives in compliance to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited in this regard, in the Corporate Governance Report set out in its annual report.

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