

GOLIK HOLDINGS LIMITED
(the “Company”)
BOARD DIVERSITY POLICY

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

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

- 3 Policy Statement
 - 3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its 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, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

- 4 Measurable Objectives
 - 4.1 Selection of candidates will be based on the Company’s Nomination Policy and will take into account this Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

- 5 Review and Monitoring
 - 5.1 The Board will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Board will discuss and approve any revisions to the Policy that may be required.

 - 5.2 The Board will monitor the implementation of this Policy by conducting review of the Board’s composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendation on any Board appointments.

 - 5.3 The full Board of the Company is responsible for reviewing the structure, size, diversity profile and skills matrix of the Board and the progress in achieving the diversity objectives of the Company. The Board as a whole is also responsible for the selection and appointment of Directors and the review of succession plan of Directors. To this end, the Board is mindful of having an appropriately structured recruitment, selection and training programme at appropriate levels so as to identify and prepare suitable talents for Board positions.

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- 6 Disclosure
- 6.1 This Policy will be published on the Company's website (www.golik.com).
- 6.2 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.

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