



NEW FOCUS AUTO TECH HOLDINGS LIMITED

新焦點汽車技術控股有限公司*

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 360)

BOARD DIVERSITY POLICY

(Adopted on 25 January 2024)

A. Purpose

The board diversity policy (the “**Policy**”) sets out the approach adopted by New Focus Auto Tech Holdings Limited (the “**Company**”) to achieve diversity on the board of directors (the “**Board**”).

B. Scope of Application

The Policy applies to the Board. The Policy is not applicable to the employees of the Company and its subsidiaries.

C. Policy Statement

The Company recognises and believes that Board diversity is the key element in maintaining a high standard of corporate governance, and is conducive to strengthening the business development of the Company and enhancing the effectiveness and performance of the Board.

D. Requirements for being a Board Member

Measurable objectives

Selection of candidates to the Board will be based on a range of diversity perspectives and with reference to the business model and specific needs of the Company, including but not limited to gender, age, cultural background, ethnicity, educational background, professional experience and length of service, all of which are measurable objectives for the implementation of the Policy.

Other criteria

Other criteria include but are not limited to (i) the ability to devote sufficient time and attention to the affairs of the Company; (ii) the ability to make a positive contribution to the development of the Company's strategies and policies through expressing independent, constructive and informed opinions; and (iii) the ability to actively participate in meetings to make an independent judgement on issues regarding strategy, policy, performance, accountability, resources, key appointments and codes of conduct from the perspective of the Company.

As the incumbent members of the Board are all male, the Board shall appoint at least one female director by 31 December 2024 to achieve the objective of diversity on the Board in compliance with Rule 13.92 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

E. Monitoring and Reporting

The nomination committee of the Company (the "**Nomination Committee**") reviews and assesses the composition of the Board and makes recommendations to the Board on the appointment of new director(s) of the Company. The Nomination Committee also supervises the Board to conduct an annual review of its effectiveness based on measurable objectives.

In reviewing and assessing the composition of the Board, the Nomination Committee will consider the benefits on all aspects of diversity, including but not limited to those described above, in order to maintain an appropriate range and balance of talents, skills, experience and backgrounds of the Board.

When recommending candidate(s) for appointment to the Board, the Nomination Committee will consider candidates based on merits against objective criteria and with due regard for the benefits of diversity on the Board.

When overseeing the annual review of effectiveness on the Board, the Nomination Committee will consider the balance of talents, skills, experience, independence and knowledge of the members of the Board and the diversity representation of the Board.

The Nomination Committee will report annually the procedures it has adopted in relation to the appointment of the members of the Board in the corporate governance report of the Company. The report shall include a summary of the Policy, measurable objectives set for implementing the Policy and the progress made towards achieving such objectives.

F. Review of the Policy

The Nomination Committee will review the Policy annually, including evaluating the effectiveness of the Policy based on measurable objectives. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for approval.

* *For identification purpose only*