

Jia Group Holdings Limited (the “Company”)
(Stock Code:8519)

Board Diversity Policy

1. Purpose

The Board Diversity Policy sets out the principles and measures to achieve diversity on the board of directors (the "**Board**") of the Company.

2. Vision

The Company recognises the benefits of having a diverse Board. As such, the Board Diversity Policy is formulated to improve the standard of management through achieving diversity on the Board in terms of management skills, experience and perspectives, and thereby enhance the quality of the management and the performance of the Company.

3. Policy Requirements

- 3.1. The appointment of Board members should be based on the talents of the candidates. Factors including diversity in age, gender, education and cultural background, ethnicity, professional expertise, industry experience, skills, knowledge, length of service and independence should also be considered and assessed during the selection process to ensure diversity.
- 3.2. Selection of candidates will be based on the Company’s nomination policy and will take into account the Board Diversity Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

4. Monitoring and Reporting

The nomination committee (the "**Nomination Committee**") of the Board monitors the implementation of the Board Diversity Policy and reports thereon in the corporate governance report of the Company (the "**Corporate Governance Report**") on an annual basis.

5. Review of the Policy

The Nomination Committee will review the Board Diversity Policy, as appropriate, to ensure its effectiveness, and recommend any such revisions to the Board for consideration and approval when necessary.

6. Disclosure

- 6.1. The Board Diversity Policy will be made available on the Company's website for public information.
- 6.2. A summary of the Board Diversity Policy, together with the measurable objectives set for implementing the Board Diversity Policy and the progress made towards achieving those objectives, will be disclosed in the Corporate Governance Report contained in the Company's annual report. The Board's composition will also be disclosed in the Corporate Governance Report annually.

Adopted by the Company on 8 January 2019