

XIAMEN YAN PALACE BIRD'S NEST INDUSTRY CO., LTD.

廈門燕之屋燕窩產業股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 1497)

**POLICY OF DIRECTOR NOMINATION
AND BOARD DIVERSITY**

Article 1 Purpose

The purpose of this policy is to set out the guidelines and policies to be adopted by

- (4) The Company understands and believes that the diversity of the Board is of great benefit to enhancing the performance quality of the Company. In order to achieve sustainable and balanced development, the Company regards increasing diversity at the board level as a key element to enable it to achieve its strategic objectives and maintain sustainable development. The Company aims to establish and maintain a diverse Board with a balance of skills, professional experience, educational background, knowledge, expertise, culture, independence, age and gender. The Company is committed to maintaining gender diversity on the Board and at the working level, including senior management. In particular, the Company will strive to maintain that the Board and senior management have at least one member who is not of the same gender as the other members. The Nomination Committee will use its 2.5() (toi