

**思博系統控股有限公司 (“本公司”)**  
**Expert Systems Holdings Limited (“Company”)**

**董事會多元化政策 (“本政策”)**  
**BOARD DIVERSITY POLICY (this “Policy”)**

首次採納日期：2016年3月15日  
First adoption date: 15 March 2016  
修訂日期：2020年6月19日  
Revised on: 19 June 2020

有效期至：長期 (直至另行通知)  
Validity: Continuous (until further notice)

本公司致力在其業務各方面實行平等機會原則，任何人不會因種族、性別、殘疾、國籍、宗教或思想信仰、年齡、性傾向、家庭崗位或任何其他因素而受到歧視。

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.

本公司一直務求提升其董事會效率及維持最高水準的公司管治，以及認定並確信董事會成員多元化的好處。本公司視多元化為一個廣寬概念，並相信要獲得多樣化的觀點與角度，可以從多方面的因素考慮，包括技能、地區與行業經驗、背景、種族、性別及其他特質等。在實行多元化方面，本公司亦將根據本身的業務模式及與時並進的特定需要去考慮各種因素。

The Company continuously seeks to enhance the effectiveness of its board of directors (“**Board**”) by maintaining the highest standard of corporate governance and recognising 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, race, 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.

本公司竭力確保其董事會成員在技巧、經驗及觀點與角度多樣化方面保持適當的平衡，以支持其業務策略的執行及令董事會有效運作。

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 maximise the Board's effectiveness.

董事會成員的委任將繼續以用人唯賢的準則，根據客觀標準考慮可擔任董事會成員的人選，並適當考慮董事會成員多元化的好處。董事會相信以用人唯賢的準則委任董事將最能有利於本公司繼續為其股東以至其他持份者服務。

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.

董事會將充分考慮本政策以物色具備合適資格的人士擔任董事會成員。

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

董事會將定期檢討本政策以確保其持續成效。此外，本公司將在其年報內的公司管治報告書中披露本政策的詳情以及本公司本身在此方面訂定的任何可計量的目標。

The Board will review this Policy on a regular basis to ensure its continued effectiveness. In addition, the Company will disclose details of this Policy, and any measurable objectives it has set itself in this regard, in the Corporate Governance Report set out in its Annual Report.