



晨訊科技集團有限公司*(「本公司」)
SIM TECHNOLOGY GROUP LIMITED (“Company”)

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

本政策旨在列載本公司董事會(「**董事會**」)為達致成員多元化而採取的方針。

This Policy aims to set out the approach to achieve diversity on the board of directors (**“Board”**) of the Company.

本公司一直務求提升其董事會效率及維持最高水平的企業管治，確信董事會成員多元化確可帶來裨益。為了在董事會內實現多元化的觀點與角度、技能及經驗，在決定董事會成員的任命和續任時將考慮若干因素，包括(但不限於)性別、年齡、種族、文化及教育背景、服務任期、技能、專業經驗、地區與行業經驗及董事會不時認為適用的其他因素。為落實董事會多元化，本公司不應只委任同一性別的董事。同時，在實行董事會多元化，本公司亦將根據其業務模式及不時的特定需要去考慮各種因素。

The Company continuously seeks to enhance the effectiveness of the Board and to maintain the highest standards of corporate governance and recognizes and embraces the benefits of having a diverse Board. In order to achieve a diversity of perspectives, skills and experience within the Board, a number of factors will be considered when deciding on appointments of directors and the continuation of those appointments, including but not limited to gender, age, race, cultural and educational background, length of service, skills, professional experience, regional and industry experience and any other factors that the Board deems appropriate from time to time. To implement Board diversity, the Company shall not only appoint directors of the same gender. In addition, in forming its perspectives on Board diversity, the Company will also take into account its own business model and specific needs from time to time.

本公司竭力確保其董事會在技能、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率地運作。

The Company endeavours to ensure that the 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 ensure the effectiveness of the Board.

董事會成員的委任將繼續以用人唯賢的準則，根據本公司採納的董事提名政策，以客觀標準考慮及提名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達到其戰略目標及可持續發展。

Appointment of Board members will continue to be made on a merit basis and candidates will be considered and nominated in accordance with the nomination policy adopted by the Company against objective criteria, and with due regard to the benefits of diversity on the Board. The Board believes that such merit-based appointments will best enable the Company to attain its strategic objectives and its sustainable development.

董事會提名委員會（「**提名委員會**」）肩負物色具備合適資格可擔任董事局成員的人士的主要職責。在評估候選人時，提名委員會將充分考慮本政策。

The nomination committee of the Board (“**Nomination Committee**”) is primarily responsible for identifying suitable qualified candidates to become members of the Board. In assessing potential candidates of the Board, the Nomination Committee will give adequate consideration to this Policy.

提名委員會應每年檢討本政策的實施及有效性以確保其持續成效。提名委員會將討論及提議其認為本政策任何需作出的修訂，再向董事會提出修訂建議以作審批。

The Nomination Committee shall review the implementation and effectiveness of this Policy on an annual basis to ensure the continued effectiveness of this Policy. The Nomination Committee will discuss and propose any amendments to the Policy as it thinks fit, and recommend any such amendments to the Board for consideration and approval.

本公司將在其年報內的《企業管治報告》中披露本政策的摘要以及其在執行本政策而制定的任何可計量目標和達標進度。本政策的完整版本將在本公司網站上公佈，以供公眾查閱。

The Company shall disclose a summary of this Policy, and any measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives in the corporate governance report as set out in the Company’s annual report. Full version of this Policy will be published on the website of the Company for public information.

* 僅供識別

For identification only