

BENG SOON MACHINERY HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(the “**Company**”)

(Stock Code: 1987)

Board Diversity Policy

1. Purpose

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

2. Policy Statement

- 2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance and sees increasing diversity at the Board level as an essential element in supporting its sustainable development. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.
- 2.2 In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, length of service and any other factors that the Board may consider relevant and applicable from time to time.

3. Measurable Objectives

- 3.1 Selection of candidates will be based on the nomination policy of the Company and will take into account this Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard for the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect. The Board’s composition will be disclosed in the corporate governance report of the Company annually in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”).

4. Monitoring and Review of this Policy

- 4.1 To ensure the effectiveness of this Policy, the nomination committee of the Company (the “**Nomination Committee**”) will monitor the implementation of this Policy by conducting review of the Board’s composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendation on any Board appointments. The Nomination Committee will also ensure that Board diversity is considered as part of the evaluation of the Board’s

effectiveness.

- 4.2 The Nomination Committee will discuss any revisions to this Policy that may be required and make recommendation to the Board for approval.

5. Disclosure of this Policy

- 5.1 A summary of this Policy including any measurable objectives that it has set for implementing this Policy and progress on achieving those objectives will be disclosed in the corporate governance report of the Company incorporated into the annual report and/or as required under the Listing Rules.