



DIGITAL HOLLYWOOD INTERACTIVE LIMITED

遊萊互動集團有限公司*

(the “Company”)

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 2022)

Board Diversity Policy

董事會成員多元化政策

* *for identification purpose only*
僅供識別

DIGITAL HOLLYWOOD INTERACTIVE LIMITED

遊萊互動集團有限公司*

(the “Company” and “本公司”)

Board Diversity Policy

董事會成員多元化政策

(中文本為翻譯稿，僅供參考用)

1. Purpose

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

目的

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

2. Vision

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

願景

本公司明白並深信董事會成員多元化對提升公司的表現素質的裨益。

3. Policy Statement

A truly diverse Board will include and make good use of differences in the age, skills, regional and industry experience, cultural and educational background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit while taking into account diversity (including gender diversity).

政策聲明

一個真正多元化的董事會應包括並善用董事於年齡、技能、地區及行業經驗、文化及教育背景、種族、性別及其他素質等方面之分別。公司在制定董事會成員的最佳組合時將考慮上述的分別。所有董事會成員之任命均以用人唯才為原則，並考慮多元化（包括性別多元化）。

The Company aims to build and maintain a Board with a diversity of Directors, in terms of skills, professional experience, length of service, educational background, knowledge, expertise, culture, independence, age and gender.

公司志在建立及維持董事會具備多元化的董事，無論在技能、專業經驗、服務年期、教育背景、知識、專才、文化、獨立性、年齡及性別。

* for identification purpose only
僅供識別

4. Measurable Objectives

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board's composition (including gender, ethnicity, age, length of service) will be disclosed in the corporate governance report of the Company annually.

The Board will take opportunities to increase the ratio of female members over time when selecting and making recommendations on eligible candidates for Board appointments. The Board would ensure that an appropriate balance of gender diversity is achieved with reference to stakeholders' expectations and international and local recommended best practices, with the ultimate goal of bringing the Board to gender equality.

5. Monitoring and Reporting

The Nomination Committee will report annually, in the corporate governance report contained in the Company's annual report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

6. Review of this Policy

The Nomination Committee will review this Policy, as appropriate, to ensure its effectiveness. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

可計量目標

甄選人選將基於一系列多元化範疇，包括但不限於性別、年齡、文化及教育背景、種族、專業經驗、技能、知識及服務年期。最終將基於所甄選的候選人能夠為董事會帶來價值和貢獻而作出。董事會的組成（包括性別、種族、年齡、服務年期）將在公司每年的企業管治報告中披露。

在為董事會任命的合格候選人選擇和提出建議時，董事會將抓住機會逐步提高女性成員的比例。董事會將參考利益相關者的期望以及國際和當地推薦的最佳實踐，確保實現性別多樣性的適當平衡，最終目標是使董事會實現性別平等。

監察及匯報

提名委員會將於每年在本公司年報刊載的《企業管治報告》內匯報董事會依據多元化層面的組合，並監察本政策的執行。

檢討本政策

為確保本政策行之有效，提名委員會將於適當時候檢討本政策。提名委員會將會討論任何需對本政策作出的修訂，並向董事會提出修訂建議，供董事會考慮及通過。

7. Disclosure of this policy

This Policy will be published on the Company's website for public information. A summary of this policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the corporate governance report annually.

Adopted on December 30, 2022

本政策的披露

本政策將發佈在公司網站上以供公眾參考。本政策之概要（包括為實施本政策所設定的任何可計量目標）及實現有關可計量目標之進展將於每年企業管治報告書中披露。

於2022年12月30日採納