



**SOUTHEAST ASIA PROPERTIES & FINANCE LIMITED**

**華信地產財務有限公司**

*(Incorporated in Hong Kong with limited liability)*

Stock Code: 252

## **BOARD DIVERSITY POLICY**

### ***Purpose***

1. The Board Diversity Policy (the “Policy”) sets out the approach to achieve diversity on the board of directors (the “Board”) of Southeast Asia Properties & Finance Limited (the “Company”).

### ***Scope of Application***

2. The Policy applies to the Board. It does not apply to diversity in relation to employees of the Company and its subsidiaries.

### ***Policy Statement***

3. The Company recognizes and embraces the benefits of having a diverse Board, and sees diversity at Board level as an essential element in maintaining a competitive advantage. A diverse Board will include and make good use of differences in the cultural and educational background, professional experience and qualifications, skills, functional expertise, knowledge, gender, age and other qualities of the members of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All appointments of the members of the Board are made on merit, in the content of the talents, skills and experience the Board as a whole requires to be effective.
4. The Nomination Committee of the Company (the “Committee”) reviews and assesses the composition of the Board and makes recommendations to the Board on appointment of new directors of the Company. The Committee also oversees the conduct of the annual review of the effectiveness of the Board.
5. In reviewing and assessing the composition of the Board, the Committee will consider the benefits of all aspects of diversity, including without limitation, those described above, in order to maintain an appropriate range and balance of talents, skills, experience and background on the Board.

6. In recommending candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.
7. In overseeing the conduct of the annual review of the effectiveness of the Board, the Committee will consider the balance of talents, skills, experience, independence and knowledge on the Board and the diversity representation of the Board.

#### ***Measurable Objectives***

8. The Committee will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

#### ***Monitoring and Reporting***

9. The Committee will report annually, in the Corporate Governance Report of the Company, on the process it has used in relation to Board appointments. Such report will include a summary of the Policy, the measurable objectives set for implementing the Policy and progress made towards achieving these measurable objectives.

#### ***Review of the Policy***

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

August 2013