GLORIOUS SUN ENTERPRISES LIMITED

旭日企業有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code: 393)

BOARD DIVERSITY POLICY

1. Purpose

1.1. This Policy aims to set out the approach to achieve diversity on the board of directors ("Board") of Glorious Sun Enterprises Limited (the "Company", together with its subsidiaries, the "Group").

1.2. The Board believes that a balanced mix of experience, competencies, expertise, gender, diversity of views and skills is the key foundation for introducing different perspectives into Board discussions, and for better anticipating the risks and opportunities in building a long-term sustainable business, thus enhancing the quality of Board performance.

2. Policy and Measurable Objectives

2.1. All Board appointments will be based on personal virtue and meritocracy for constituting a high quality directorate team.

2.2. Selection criteria of candidates for Board appointments will be based on the Nomination Policy of the Company, and a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge and length of service ("Selection Criteria"). The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

2.3. The Company is committed to maintaining an environment of respect for people regardless of their gender. The Board is committed to achieving and maintaining a minimum of 12.5% female representation on the Board, to sustain gender diversity within the Board. As at the date of adoption of this amended Policy, the Company has achieved the minimum female representation on the Board. In the event of any change in the composition of the Board that will result in female representation falling below 12.5%, the Company commits to taking appropriate steps to restore and maintain the minimum 12.5% female representation within one year of such change.

2.4. The Group offers a broad range of training and learning resources to internal executives of both genders who are considered as having suitable experience, skills and knowledge of the Group's operation and business. Such strategy will offer chances for the Board to identify capable internal executives to be proposed for nomination as a member of the Board in the future with an aim to providing the Board with pipeline of both male and female candidates to achieve gender diversity in the Board in the long run.

2.5. The Group also implements management trainee programs on a gender-diverse approach to recruit fresh graduates, promoting opportunities for internal mobility and to build pipeline for high-potential talents for their succession to senior management and/or Board positions.

2.6. The Board can deploy other channels including referral from directors, shareholders, management and external executive search firms as and when appropriate, to identify high-potential talents according to the Selection Criteria.

2.7. The Group will endeavor to identify and implement programs, as appropriate, that will assist in the development of a broader and more diverse pool of skilled and experienced employees for future senior management and/or Board positions.

3. Monitoring and Review of this Policy

3.1. This Policy, including the target of female representation on the Board, has been approved by the Board for adoption and will be reviewed and amended by the Board where necessary.

3.2. The Nomination Committee has been delegated with the overall responsibility to monitor the implementation and review the effectiveness of this Policy on an annual basis, and report the results to the Board.

3.3. The Nomination Committee can make recommendations to revise this Policy where applicable, and such recommendations will be submitted to the Board for consideration and approval.

4. Disclosure of this Policy

4.1. This Policy will be published on the Company's website for public information.

4.2. A summary of this Policy, together with the related disclosure required under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, will be disclosed in the annual Corporate Governance Report.

- End -

(Adopted on 27 August 2013
and amended on 23 November 2026)