



Board Diversity Policy

1. Purpose

The Board Diversity Policy (the “Policy”) sets out the approach to achieve diversity on the Board of Directors (the “Board”) of Asia Financial Holdings Limited (the “Company”).

2. Policy Statement

- (a) The Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at Board level as an essential element in maintaining its competitive advantage.
- (b) The Company sees a diverse Board can be achieved through consideration of a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, length of service and other qualities.
- (c) The Company will also take into account other factors based on its business model and specific needs in determining the optimum composition of the Board.
- (d) All Board appointments will be considered by the Nomination Committee and recommended to the Board for formal approval based on merit and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board. Board diversity shall form part of the annual evaluation of performance and effectiveness of the Board.

3. Measurable Objectives

- (a) The Nomination Committee (the “Committee”) is responsible for developing measurable objectives for implementing the Policy and recommends them to the Board for adoption.
- (b) The range of diversity perspectives will include but not limited to gender, age, cultural and educational background, race, professional experience, skills, knowledge, length of service and other factors based on specific needs.



4. Reporting

The Policy or a summary thereof (including any measurable objectives set for implementing the Policy, and progress on achieving those objectives) together with other information required by the Listing Rules must be disclosed in the Company's corporate governance report.

5 Review of the Policy

- (a) The Committee shall review the effectiveness of this Policy annually.
- (b) The Committee shall discuss any revisions that may be required and recommend any revision to the Board for consideration and approval.

* * * * *