

PUBLIC FINANCIAL HOLDINGS LIMITED

(the “Company”)

(Incorporated in Bermuda with limited liability)

BOARD DIVERSITY POLICY

1. PURPOSE

This Policy aimed at setting the approach to achieve diversity on the Board of Directors (the “Board”) of the Company.

2. VISION

The Company believes that Board diversity is essential to enhance its performance and effectiveness and is committed to having a diverse Board for the long-term success of its businesses.

3. POLICY STATEMENT

3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and sustainable development.

3.2 In designing the Board’s composition, Board diversity has been considered from a wide range 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. High emphasis is placed on ensuring a balanced composition of skills, experience and background at the Board level in order to provide a range of perspectives, insights and challenge that enable the Board to discharge its duties and responsibilities effectively, support good decision making in view of the core businesses and strategy of the Company and its subsidiaries (the “Group”), and support succession planning and development of the Board. For achieving an optimal Board, additional measurable objectives/specific diversity targets may be set and reviewed from time to time to ensure their appropriateness.

4. MEASURABLE OBJECTIVES

Selection of candidates will be based on the Company’s Director Nomination Policy 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 to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.

5. MONITORING AND REPORTING

5.1 The Nomination and Remuneration Committee is responsible for monitoring the achievement of the measurable objectives set out in this Policy, and disclosing a

summary of this Policy and any measurable objectives/specific diversity targets set for implementing this Policy, and report the progress on achieving these objectives in the Corporate Governance Report annually.

- 5.2 The Nomination and Remuneration 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 and Remuneration Committee will also ensure that Board diversity is considered as part of the evaluation of the Board's effectiveness.
- 5.3 An induction programme will be provided to each new director to ensure that he or she has a thorough understanding of the Group's operations and policies as well as his or her role and responsibilities and to address any gaps in his or her knowledge. Relevant training will also be provided to directors from time to time to equip themselves with the attributes and competencies required for the Board in light of the strategic needs of the Group and the environment in which it operates.

6. REVIEW OF THE POLICY

The Nomination and Remuneration Committee will review this Policy at least annually to ensure the effectiveness of this Policy. The Nomination and Remuneration Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

November 2025