

Goodbaby

International

Goodbaby International Holdings Limited

好孩子國際控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code : 1086)

(hereinafter referred to as the “Company”)

BOARD DIVERSITY POLICY

1. PURPOSE

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

2. SCOPE

This Policy applies to the Board of the Company.

3. POLICY STATEMENT

The Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in maintaining the Company’s competitive advantage and corporate governance.

The Nomination Committee has primary responsibility for identifying individuals suitably qualified to become members of the Board and selecting, or making recommendations to the Board on the selection of, individuals nominated for directorships.

Board nomination and appointments will be made on merit basis based on its business needs from time to time having regards to the nomination policy of the Board while taking into account diversity. In assessing potential candidates for the Board, the Nomination Committee will consider the diversity perspectives set out in paragraph 4 below.

4. MEASURABLE OBJECTIVES

Selection of board candidates shall be based on a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, age, race, cultural and educational background, professional qualifications, skills, knowledge and industry and regional experience.

The achievement of these objectives will be measurable on an objective review of the overall composition of the Board, the diversity of background and experience of individual directors.

The Nomination Committee may discuss and agree on the measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption.

The Company aims to maintain an appropriate balance of diversity perspectives of the Board that are relevant to the Company's business growth.

5. MONITORING AND REPORTING

A summary of this Policy and the measurable objectives, should be disclosed annually in the Company's Corporate Governance Report and/or as required under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited.

6. REVIEW OF THE POLICY

The Nomination Committee will review this Policy annually and recommend revisions, if any, to the Board for consideration and approval.

Adopted by the Board on 23 August 2013, and amended on 14 December 2018, 22 August 2022 and 30 August 2024 respectively.