



# 延長石油國際有限公司

YANCHANG PETROLEUM INTERNATIONAL LIMITED

香港聯合交易所上市公司 Listed on the Stock Exchange of Hong Kong Limited (Stock Code: 00346)

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## Board Diversity Policy

### 1. Purpose

- 1.1 The board diversity policy (the “**Policy**”) aims to set out the approach to achieve diversity on the board of directors of the Company (the “**Board**”).

### 2. Policy

- 2.1 The Company considers increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.
- 2.2 In designing the Board’s composition, the Company has considered different aspects of diversity, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.
- 2.3 To ensure that the Board has an appropriate balance of skills, experience and diversity of perspectives necessary to support the Board effectiveness and quality decision making.
- 2.4 The Company will endeavor to identify and implement programs that will assist in building a broader and more diverse pool of skilled and experienced employees for future senior management and/or board positions.

### 3. Measurable Objectives

- 3.1 Selection of candidates for the Board appointment will be conducted in accordance with the Company's nomination policy and with regard to the relevant provisions of this Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.
- 3.2 The Company aims to achieve and maintain a Board with different diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.
- 3.3 The Company is committed to maintaining an appropriate ratio of female directors on the Board and ensure that the proportion of female directors on the Board is not less than 10%.



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## 4. Review and Monitoring

- 4.1 The Policy has been approved by the Board. The Nomination Committee will annually review the implementation and effectiveness of the Policy, and recommend revisions, if appropriate, to the Board for consideration and approval.

## 5. Disclosure of the Policy

- 5.1 The Policy is available on the Company's website for public information.
- 5.2 A summary of the Policy together with the measurable objectives set for implementing the Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report contained in the Company's annual report.

August 2025