ELL Environmental Holdings Limited
強泰環保控股有限公司*
(the "Company")

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1395

BOARD DIVERSITY POLICY

1 PURPOSE AND OBJECTIVES

1.1 This policy (the "**Policy**") aims to set out the approach to achieve diversity on the Company's board of directors (the "**Board**") and senior management team.

1.2 The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance. The Board believes that:

(i) diversity of the Board and the senior management team helps the Company create a dynamic environment that leads to higher performance and well-being, and attracts, retains and motivates the Board and employees from the widest possible pool of talent; and

(ii) balance of experience, competencies, expertise, diversity and skills on the Board and senior management 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.

2 POLICY STATEMENT

2.1 The Group is committed to diversity at all levels, including gender, age, cultural and educational background, and professional experience. It is also committed to continuing Board and senior management renewal to ensure that the Board and senior management is both appropriately refreshed and compliant and that it constantly has the necessary diversity of attributes and skills to govern and oversee in the ever-changing business environment.

2.2 The Nomination Committee will annually review the following and report to the Board:

(a) structure, size and composition of the Board; and

(b) diversity of background, skills, and experience (including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service) of the Board.

2.3 All the Board appointments will be considered by the Nomination Committee and recommended to the Board for formal approval based on the diversity criteria as set out in paragraph 2.2 above. The Group will be guided by these diversity perspectives when considering senior management appointments. The Board shall also consider the Board diversity as part of the annual evaluation of performance and effectiveness of the Board.

2.4 The Group will endeavour to identify and implement programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees or individuals and that, over time, their skills will prepare them for senior management and/ or board positions.

3 MEASURABLE OBJECTIVES

3.1 Recruitment and selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. In particular, when identifying potential candidates to the Board, the Nomination Committee and the Board will, among others, (i) consider the current level of representation of different genders on the Board and the senior management when making recommendations for nominees as well as succession planning to the Board and senior management; and (ii) consider the criteria that promotes diversity by making reference to the code of practices on employment published by the Equal Opportunities Commission from time to time.

3.2 The Nomination Committee will discuss and where necessary, agree annually 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.

3.3 The ultimate decision will be based on merit against objective criteria and contribution that the selected candidates will bring to the Board, taking into account the corporate strategy and business operations of the Company.

3.4 The Board is also committed to having a Board consisting of more than one gender. The Board should consist of at least one Director of a different gender who genuinely possesses the necessary skills, experience and calibre appropriate to the Company's business. The Board aims to ensure that there is at least one Director of a different gender on the Board and that this is maintained in accordance with the Rules Governing the Listing of The Stock Exchange of Hong Kong Limited.

3.5 In order to achieve and/ or maintain gender diversity, the Nomination Committee will propose a pipeline of potential successors to the Board to achieve gender diversity.

4 MONITORING AND REPORTING

4.1 The Board shall assess the Company's diversity profile annually, including the general balance of the Directors and senior management.

4.2 **The Board shall** report annually, in the Corporate Governance Report, on the Board's composition (including gender, ethnicity, age, length of service), measures to develop a pipeline of potential successors to the Board to achieve gender diversity, and progress on achieving the above measurable objectives of this Policy.

5 REVIEW OF THIS POLICY

5.1 This Policy has been approved by the Board. The Board will review this Policy at least annually to ensure the effectiveness of this Policy and that it is fit for its purpose. The Board will discuss any revisions that may be required and make any such revisions where appropriate.

6 DISCLOSURE OF THIS POLICY

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

6.2 A summary of this Policy will be disclosed in the annual Corporate Governance Report of the Company.

Effective date: 1 January 2022

(If there is any inconsistency between the English version and the Chinese version, the English version shall prevail.)

** For identification purposes only*