

ZG Group
(找钢产业互联集团)
(Incorporated in the Cayman Islands with limited liability)
(Stock Code: 6676)
(Warrant Code: 2572)
(the “Company”)

BOARD AND WORKFORCE DIVERSITY POLICY

The Board and Workforce Diversity Policy (the “**Policy**”) sets out the approach to achieve diversity on the board of directors (the “**Board**”) and workforce of the Company.

1. POLICY STATEMENT

- 1.1. The Company recognizes and embraces the benefits of having a diverse Board and workforce (including senior management) and sees increasing diversity at both the board level and workforce level as an essential element in supporting the attainment of the Company’s strategic objectives and sustainable development.

2. SELECTION CRITERIA

- 2.1. The Company seeks to achieve board and workforce diversity through the consideration of a number of factors, including but not limited to talent, skills, gender, age, cultural and educational background, ethnicity, professional experience, independence, knowledge and length of service. All appointments will be based on meritocracy and candidates will be considered against objective criteria, having due regard to the benefits of diversity on the Board and workforce.
- 2.2. The Company will select potential board candidates based on merit and his/her potential contribution to the Board while taking into consideration the Company’s own business model and specific needs from time to time.
- 2.3. The Company may set additional measurable objectives including numerical targets and timelines, or specific diversity targets, which will be reviewed from time to time to ensure their appropriateness.

3. MONITORING AND REVIEW OF THE POLICY

- 3.1. The nomination committee of the Company (the “**Nomination Committee**”) will monitor the implementation of the Policy.
- 3.2. The Nomination Committee will review the Policy at least annually to ensure its continued effectiveness. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for adoption.

4. DISCLOSURE

- 4.1. The Policy or a summary of the Policy together with any measurable objectives of the Policy and the progress made towards achieving those objectives, will be disclosed in the corporate governance report contained in the annual report of the Company.
- 4.2. If the Company is unable at any time to meet the requirement to have directors of different genders on the board, it will immediately publish an announcement containing the relevant details and reasons. The Company will use all reasonable endeavours to appoint appropriate member(s) to the board to meet such requirement on a timely basis, and in any case within three months after being unable to meet such requirement.