

BBSB International Limited

(incorporated in the Cayman Islands with limited liability)

(the “**Company**”)

(Stock code: 8610)

Board Diversity Policy

(the “**Policy**”)

(Adopted pursuant to a resolution passed by the board (“**Board**”) of directors (“**Directors**”) of the Company on 23 June 2025)

1. Purpose

This Policy aims to set out the approach to achieve diversity on the Board.

2. Scope of Applicability

This Policy applies to the Board. It does not apply to diversity in relation to employees of the Company and its subsidiaries.

3. Policy Statement

The Company recognises and embraces the benefits of diversity in Board members. 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 its sustainable development. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit while taking into account diversity including gender diversity. We will give preference to female candidates on the succession planning of Directors.

4. Measurable Objectives

- 4.1 The nomination committee of the Board (the “**Nomination Committee**”) will discuss and agree annually measurable objectives for implementing diversity on the Board and recommend them to the Board for adoption.
- 4.2 The Company aims to build and maintain a Board with a diversity of Directors, and will take into consideration of a number of factors, including but not limited to gender, age, culture and educational background, or professional experience, skills, knowledge, industry experience, ethnicity and length of service.
- 4.3 The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

5. Monitoring and Reporting

The Nomination Committee will report annually, in the corporate governance report, on the Board's composition under diversified perspectives, and monitor the implementation of this Policy.

6. Review of this Policy

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

7. Disclosure of this Policy

- 7.1 This Policy will be published on the Company's website for public information.
- 7.2 A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the annual corporate governance report.