

# **GCL Technology Holdings Limited**

## **Board Diversity Policy**

### **Chapter I: General Principles**

#### **Article 1 Purpose**

GCL Technology Holdings Limited (hereinafter referred to as "GCL Technology" or the "Company") firmly believes that board diversity is a key driver for enhancing corporate governance effectiveness and the quality of strategic decision-making. The Company advocates for and practices a diverse board composition, actively incorporating members with varied professional backgrounds, industry experiences, regional perspectives, cultural understandings, genders, and individual characteristics to strengthen the overall capability and independence of the Board of Directors.

### **Chapter II: Specific Provisions**

#### **Article 2 Overview**

Board diversity is a critical element in safeguarding corporate governance standards, driving sustainable development, and achieving strategic objectives. In forming the Board of Directors, the Company comprehensively considers diverse factors, including but not limited to gender, age, cultural and educational background, geographical distribution, professional experience, skill sets, knowledge areas, tenure, and compliance, to promote efficient, comprehensive, and balanced Board operations. The Group commits to paying employees a living wage higher than the regional minimum wage to ensure a decent standard of living.

The Company strictly adheres to the principle of diversity in the nomination and appointment of directors, committed to achieving a scientifically configured and continuously optimized structure of professional knowledge and capabilities within

the Board of Directors. The nomination of all director candidates is carried out by the Board Nominating Committee in accordance with its rules of procedure and relevant corporate governance policies, with final appointments made through standardized deliberation and voting processes.

### **Article 3** Gender Diversity

The Company actively advocates for gender equality and is committed to enhancing the representation and participation of women on its Board of Directors. The Company will set clear targets for the proportion of female directors and formulate corresponding implementation plans to steadily optimize the gender structure of the Board.

### **Article 4** Geographical and Cultural Background Diversity

The Board of Directors shall comprise members of diverse nationalities, ethnicities, and cultural backgrounds to enhance global perspectives and cross-cultural understanding. The Company will establish an open and transparent nomination mechanism to ensure directors from diverse backgrounds can effectively participate in governance and contribute unique viewpoints.

### **Article 5** Professional Competence and Experience Diversity

Board members must possess cross-disciplinary expertise and practical experience covering key functional areas such as strategic management, finance, marketing, and technological innovation. This ensures the Board's decision-making capabilities and risk management are comprehensive and scientifically grounded.

### **Article 6** Diverse Nomination Mechanism

In the director's nomination and selection process, the Company treats diversity as a core element. While evaluating candidates' professional knowledge and industry experience, it comprehensively considers the value of diversity in gender, geography, culture, and international background to build a more inclusive and globally oriented Board structure.

**Article 7** Continuous Training and Cultural Integration

The Company organizes specialized training on diversity and inclusion for Board members and senior management to systematically enhance their understanding of multicultural values and teamwork. It also actively promotes and supports directors' participation in cross-cultural communication programs to foster mutual respect and deep understanding among members from different backgrounds.

**Article 8** Public Targets and Dynamic Evaluation

The Company sets clear Board diversity goals, regularly disclosing progress to society and investors to strengthen governance transparency. It also establishes a diversity indicator system (e.g., gender, nationality, professional background) for continuous monitoring and effectiveness evaluation to ensure policy implementation and optimization.

**Article 9** Policy Iteration and Adaptive Adjustment

The Company will regularly review and update the diversity policy in alignment with business strategy, market dynamics, and societal expectations. This ensures the policy remains forward-looking and effective, enabling the Board to maintain strong adaptability and decision-making efficacy.

**Chapter III: Supplementary Provisions****Article 10** Interpretation

This policy is ultimately interpreted by the Sustainability Center of GCL Technology Holdings Limited.