

**TEXWINCA HOLDINGS LIMITED**  
*(Incorporated in Bermuda with limited liability)*  
(the “**Company**”)

**BOARD DIVERSITY POLICY**

**PURPOSE**

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

**SCOPE**

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

**POLICY STATEMENT**

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. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

**MEASURABLE OBJECTIVES**

The Nomination Committee of the Company (the “**Nomination Committee**”) will discuss and agree annually measurable objectives for implementing diversity on the Board and recommend them to the Board for adoption. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly. The Company commits to maintaining gender diversity at the Board level, ensuring that at least one member of a different gender is appointed to the Board.

**MONITORING AND REPORTING**

The Nomination Committee will report annually, in the corporate governance report set out in the Company’s annual report, a summary of the Policy, the measurable objective that the Board has adopted for implementing the Policy, and the progress made towards achieving those objectives.

**REVIEW OF THE POLICY**

The Nomination Committee will review the Policy annually, and may conduct additional reviews as appropriate 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 consideration and approval.

(The Policy adopted in August 2013 and last amended in March 2026)