



**瑞聲科技控股有限公司**  
**AAC Technologies Holdings Inc.**

*(Incorporated in the Cayman Islands with limited liability)*

(Stock code: 2018)

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## **Board Diversity Policy**

(Adopted by the Board on 16<sup>th</sup> August 2013, modified on 16<sup>th</sup> February 2016 and 9<sup>th</sup> December 2022)

### **I. Purpose**

This Policy sets out the approach to promote the diversity of the Board of Directors of the Company (the “Board”).

### **II. Policy Statement**

The Company recognizes and embraces the benefits of having a diverse Board to enhance its performance. A truly diverse Board will include and make good use of different knowledge, skills, geographic and industry experiences, background, ethnicity, gender and other qualities of the Directors. The differences will be taken into account in determining the optimum composition of the Board with complementary members. All Board appointments will be based on meritocracy while taking into account diversity including gender diversity.

### **III. Measurable Objectives**

Selection of candidates will be based on broaden the range and diversify perspectives, which would include but not be limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board and extent of contribution to the strategy and success of the Company. The Board’s composition will be disclosed in the Corporate Governance Report annually.

#### **IV. Gender Diversity**

The Board shall not be a single gender board and shall consist of directors of different genders. LR13.92

#### **V. Monitoring and Reporting**

The Nomination Committee will report annually, in the Corporate Governance Report, on the Board's composition in terms of diversity, and monitor the implementation of this Policy and any measurable objectives it has set itself in this regard.

#### **VI. Policy Review**

The Nomination Committee will review the implementation and effectiveness of this Policy on an annual basis to ensure it remains fit for the purpose and recommend any changes to the Board for consideration and approval. B.1.3 of App14

#### **VII. Disclosure**

A summary of this Policy, including the measurable objectives set for implementing this Policy and the progress on achieving the objectives, will be disclosed in the annual Corporate Governance Report. B.1.3 of App14

In relation to gender diversity, the Company will disclose and explain (i) how and when gender diversity will be achieved in respect of the Board; (ii) the numerical targets and timelines set for achieving gender diversity on the Board; and (iii) the measures adopted by the Company to develop a pipeline of potential successors to the Board to achieve gender diversity. At the workforce level, the Company will disclose and explain (i) the gender ratio in the workforce (including senior management); (ii) any plans or measurable objectives set for achieving gender diversity; (iii) any mitigating factors or circumstances which make achieving gender diversity across the workforce more challenging or less relevant. LR13.92 / Part 1 para J of App 14