

Board Diversity Policy

Kingdee International Software Group Company Limited (the "Company") is committed to establishing a diverse and inclusive Board to ensure various perspectives are reflected in the Company's governance. The Company's Board Diversity Policy includes the following:

1. Purpose

This policy aims to articulate the Company's emphasis on diversity and specific requirements in the nomination process of Board members, ensuring diversity in terms of gender, race or ethnicity, country of origin, nationality, or cultural background.

2. Scope

This policy applies to the nomination and election process of members of the Company's Board of Directors, including independent non-executive directors and other board positions.

3. Diversity Principles

The Company recognizes and values the importance of diversity in corporate governance and business success. Therefore, during the nomination process for Board members, the following diversity factors should be especially considered:

- **Gender**
 - The Company encourages gender balance on the Board, and the Nomination Committee shall actively seek to nominate suitably qualified female candidates.
- **Race or Ethnicity**
 - The Nomination Committee should ensure that Board members reflect the diversity of different races or ethnicities, thereby promoting the integration of various cultures and backgrounds.
- **Nationality, or Cultural Background**
 - In nominating Board members, the Nomination Committee should consider candidates' nationality, or cultural background to ensure the Board possesses a global perspective and diversified cultural understanding.
- **Professional Background and Work Experience**
 - Directors should have diverse professional backgrounds and work experience. We expect our board members to include professionals from a wide range of industries. Their work experience should include financial auditing, corporate strategy, business operations, market analysis, technological innovation and other aspects.

4. Implementation

- **Nomination Procedure**

- The Nomination Committee, in screening and recommending candidates for the Board, must explicitly consider the diversity factors outlined in this policy, ensuring all candidates possess the necessary skills and experience.
- **Monitoring and Reporting**
 - The Company will regularly assess the Board's diversity status and submit evaluation reports to the Board to monitor the implementation of this policy.
- **Training and Development**
 - The Company will provide diversity and inclusion training to ensure that existing Board members understand and support the value of diversity.

5. **Responsibility**

The Nomination Committee is responsible for the execution and oversight of this policy, ensuring that the composition of the Board meets the diversity requirements, and regularly reports on the implementation status to the Board.