

MELCO INTERNATIONAL DEVELOPMENT LIMITED
(the “Company”)

BOARD DIVERSITY POLICY

1. PURPOSE

- 1.1 This board diversity policy (the “**Policy**”) sets out the approach to achieve diversity on the board of directors of the Company (the “**Board**”).

2. VISION

- 2.1 The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

3. POLICY STATEMENT

- 3.1 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.
- 3.2 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.

4. MEASURABLE OBJECTIVES

- 4.1 Selection of candidates will be based on a range of diversity perspectives, including but not 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, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.
- 4.2 The Board ensures that no less than one director is female and will take opportunities to increase the proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments. The Board would ensure that appropriate balance of gender diversity is achieved with reference to stakeholders’ expectation and international and local recommended best practices, with the ultimate goal of bringing the Board to gender parity.

5. REVIEW AND MONITORING

- 5.1 The Nomination and Corporate Governance Committee (“**NCGC**”) will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The NCGC will discuss any revisions to the Policy that may be required and make recommendation to the Board for consideration and approval.
- 5.2 The NCGC will monitor the implementation of this Policy by conducting review of the Board’s composition at least annually taking into account the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendation on any Board appointments. The NCGC will also ensure that Board diversity is considered as part of the evaluation of the Board’s effectiveness.

(Adopted on 29 August 2013 and revised on 31 March 2023 and 31 March 2026)