

MELCO INTERNATIONAL DEVELOPMENT LIMITED
(the “Company”)
BOARD DIVERSITY POLICY

1. PURPOSE

- 1.1 This board diversity policy (the “**Policy**”) sets out the approach to 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. MEASURING 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 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. MONITORING AND REPORTING

- 5.1 The Nomination and Corporate Governance Committee (“**NCGC**”) will monitor the implementation of this Policy and report annually, in the corporate governance report of

the Company, on the process it has used in relation to board appointments. Such report will include a summary of the Policy, the measurable objectives/specific diversity targets set for implementing the Policy and progress made towards achieving these measurable objectives/targets.

6. REVIEW OF THE POLICY

- 6.1 NCGC will review the Policy from time to time, which will include an assessment of the effectiveness of the Policy. NCGC will discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

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