

# Beijing Capital Grand Limited

## Board Diversity Policy

### 1. Purpose

- 1.1 This policy (the “Policy”) sets out the principles adopted by the board of directors (the “Board” or the “Directors”) of Beijing Capital Grand Limited (the “Company”) for the purpose of achieving diversity among its members.

### 2. Vision

- 2.1 The Company understands and believes that a well-performing Board is always composed of talent it needs to match up with the Company’s business, strategy, and objectives, to strike a balance among different abilities, experience, and diverse views and perspectives, and to make decisions based thereupon. Ensuring the diversity of the Board is pivotal to improving the efficiency of the Board so that better decisions can be made.

### 3. Policy Statement

- 3.1 When determining the composition of the Board, the Company shall consider their diversity in terms of various different aspects, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge, and term of office. All appointments shall be made solely based on merit, and the benefits of having diverse Board members shall be objectively and fully considered during the selection process.

### 4. Measurable Objectives

- 4.1 Directors shall be selected in accordance with the Company’s nomination policy as well as the Policy. All final decisions shall be made based on merit of the relevant candidates and their contribution to the Board. The benefits in terms of the diversity and the needs of the Board shall be taken into consideration in the final decision. Decisions shall not be made based only on a single aspect of diversity.
- 4.2 When screening and selecting appropriate Directors, the Board shall endeavour to maintain and/or progressively increase the proportion of female Directors. The Board shall take stakeholders’ expectations into account along with international and local recommended best practises to ensure that the gender ratio of the Board is properly balanced.
- 4.3 The Board shall review and monitor the implementation of the Policy from time to time, and, when appropriate, set measurable objectives for achieving diversity among its members.

## **5. Implementation, Monitoring and Review**

- 5.1 The nomination committee of the Company (the “Nomination Committee”) shall annually monitor the implementation of the Policy.
- 5.2 The Nomination Committee shall be responsible for identifying and recommending appropriately qualified candidates to the Board, and it shall give due consideration to the Policy when performing this responsibility.
- 5.3 The Nomination Committee shall review the Policy in due course to ensure its effectiveness. The Nomination Committee shall discuss possible amendments to the Policy, if any, and recommend these amendments to the Board for approval.

## **6. Disclosure of The Policy**

- 6.1 The Policy is available for public access on the Company’s website.
- 6.2 The summary of the Policy and the measurable objectives set for the purpose of its implementation, as well as the progress made toward achieving those objectives, shall be disclosed annually in the *Corporate Governance Report* as part of the annual report of the Company.