



# 中國建築國際集團有限公司 CHINA STATE CONSTRUCTION INTERNATIONAL HOLDINGS LIMITED

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

**(Stock Code : 3311)**

**(the “Company”)**

## **BOARD DIVERSITY POLICY**

**(“Policy”)**

### **1. Policy Statement**

With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the board of directors (“Board”) level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, educational background, professional experience, knowledge, cultural background 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, supporting the gender diversity of the Board and setting the target for the gender ratio of the Board in a timely manner.

### **2. Diversity Perspectives**

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, educational background, professional experience, knowledge, culture and length of service. In addition, there will be no discrimination based on gender, age, cultural and educational background, race, nationality, religion, socioeconomic status, physical ability, family background, and other factors. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board and the Board will have a balance of skills, experience and diversity of perspectives appropriate to the requirements of the Company’s business. The Board will ensure that the candidates devote sufficient time and make contributions to the Company that are commensurate with their role and responsibilities. The Board’s composition (including but not limited to gender, age and length of service) will be disclosed in the Corporate Governance Report annually. The Board should ensure that any changes to the Board’s composition can be managed without undue disruption. The Board should include a balanced composition of executive and non-executive directors (including independent non-executive directors) so that there is a strong independent element on the Board, which can effectively exercise independent judgement. Non-executive directors should be of sufficient calibre and number for their views to carry weight.

### **3. Monitoring and Reporting**

Nomination Committee will report annually, in the Corporate Governance Report, on the Board’s composition under diversified perspectives, and monitor the implementation of this Policy.

**4. Review of this Policy**

Nomination Committee will review this Policy on an annual basis to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

**5. Disclosure of this Policy**

5.1 This Policy will be published on the Company's website for public information.

5.2 The Company will disclose and explain:

- how and when gender diversity will be achieved in respect of the Board;
- the numerical targets and timelines set for achieving gender diversity on its Board;
- what measures the Company has adopted to develop a pipeline of potential successors to the Board to achieve gender diversity; and
- the gender ratio in the workforce (including senior management), any plans or measurable objectives the Company has set for achieving gender diversity and any mitigating factors or circumstances which make achieving gender diversity across the workforce (including senior management) more challenging or less relevant.

5.3 A summary of this Policy together with the measurable objectives set by the Board from time to time for implementing this Policy, and the progress made towards achieving those objectives (if any) will be disclosed in the annual Corporate Governance Report.

*Note: If there is any inconsistency between the English and Chinese versions of this document, the English version shall prevail.*