

**CIMC Enric Holdings Limited**

**中集安瑞科控股有限公司**

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

*(the “Company”)*

**(Stock code: 3899)**

**Board Diversity Policy**

19 March 2014 (First Adoption)

23 February 2023 (Revision)

## **Introduction**

This Policy aims to set out the approach to achieve diversity on the Company's board of directors ("**Board**").

## **Policy Statement**

1. The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance, which is of vital importance to the Company's business development. The Board shall therefore endeavour to introduce diversified Board members so as to achieve Board diversity where applicable. CG Code  
J.(a)
2. 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. 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, professional qualifications and experience, skills, knowledge, and length of service.
3. 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, which are represented in terms of skills, professional experience, educational background, knowledge, expertise, culture, independence, age and gender.

## **Diversity Perspectives and Measurable Objectives**

4. During the selection of Board candidates and appointment of directors, the Nomination Committee shall take into account the Company's business model and specific needs, and commit to select the best candidate for each position for recommendation to the Board based on the diversity principle with consideration of various diversity factors, including but not limited to gender, cultural and educational background, race, professional experience, service tenure, knowledge of the Company as well as a wide range of personal characteristics, interests and values, so as to ensure that the Board shall have an appropriate balance of skills, experience and diversity of perspectives. CG Code  
J.(b).(iii)
5. The Board will ensure an appropriate balance of gender diversity on the Board by reference to international and local recommended best practice. Single-gender Board will be deemed to be non-compliant with this diversity policy. CG Code  
J.(b).(ii) &  
(c)
6. The Board will take opportunities to increase the ratio of female members over time when selecting and making recommendations on eligible candidates for Board appointments, aiming to increase the ratio of female representation in the Board to no less than 20% by or before 2028.

### **Monitoring and Reporting**

7. The Nomination Committee will monitor the implementation of this Policy. The Nomination Committee will review this Policy annually 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.
- CG Code  
B.1.3

### **Disclosure of this Policy**

8. This Policy is reviewed by the Nomination Committee and is recommended to the Board for approval, and shall take effect upon duly approval by the Board.
9. This Policy or a summary of this Policy, including any measurable objectives set for facilitating the implementation of this Policy and any progress towards meeting the objectives, will be disclosed in the annual Corporate Governance Report.
10. This Policy will be published on the Company's website for investors' information.
- CG Code  
J.(a)

Date of adoption: 19 March 2014

Date of revision: 23 February 2023