

Board Diversity Policy

1. Policy Statement

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. The Company formulates its board diversity policy to improve corporate governance. The Company insists on the principle of hiring employees based on their competence, which is selecting members of the Board by objective standards, corporate business model and special needs from time to time and other factors, taking into account multiple factors such as skills, professional and industry experience, cultural and educational background, the term of service, gender and age.

2. Diversity Perspectives

Selection of candidates will be based on a range of diversity perspectives, including but not limited to skills, professional and industry experience, cultural and educational background, the term of service, gender and age. Current members of the Board possess different professional backgrounds. Each of them has accumulated rich experience in areas such as building materials, business management, capital operation, accounting rules, corporate finance, strategic management, risk management, intellectual property and technological innovation, providing the Board with diversified

perspectives to make decisions, and providing the Company with professional opinions for formulating operation policies.

3. Monitoring and Analysis

The Nomination Committee conducts regular analysis of the structure, size and composition of the Board, and proposes any changes to the Board to be made in line with the Company's strategies. In analyzing and assessing the composition of the Board and nomination of Directors, the Nomination Committee is committed to diversity at all levels and considers factors of the diversity policy, including but not limited to gender, age, cultural and educational background, professional experience, skills, knowledge, as well as industry and regional experience.