

BEIJINGWEST INDUSTRIES INTERNATIONAL LIMITED

(Incorporated in the Cayman Islands with limited liability)

BOARD DIVERSITY POLICY

(As adopted on 27 January 2014 and updated on 30 June 2022)

1. PURPOSE

This board diversity policy (the “Policy”) aims to set out the approach to achieve diversity on the board of directors (the “Board”) of BeijingWest Industries International Limited (the “Company”). A high performance board should have a balance of skills, experience and diversity of perspectives, aligned with the company’s business.

2. GENERAL POLICY

2.1 With a view to achieve 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.

2.2 In designing the Board’s composition, Board diversity will be considered from a number of factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

2.3 In order to achieve gender diversity, the Board will commence the nomination process according to the Director Nomination Policy of the Company in due course to identify and appoint suitable candidate(s) of the absent gender on board. The Board will also endeavor to implement measures to develop a pipeline of potential successors to the Board to achieve gender diversity.

The Company will use its best efforts to maintain gender diversity at management level through implementation of programs that will facilitate achieving gender diversity in the recruitment, training, staff retention, and promotion processes.

2.4 The ultimate decision on all Board appointments will be based on meritocracy, and candidates will be considered against objective criteria and contribution that such candidates will bring to the Board, having due regard for the benefits of diversity on the Board, as well as the factors relating to corporate strategy and business operations of the Company.

3. MEASURABLE OBJECTIVES

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 Company will also take into account factors based on its own business model and specific needs from time to time. The composition of the Board will be reviewed with reference to any numerical targets and timelines set for achieving gender diversity on the Board. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

4. IMPLEMENTATION OF THE POLICY

The Nomination Committee will review annually on the Board's composition under diversified perspectives, including but not limited to progress on achieving any measurable objectives that set for implementing the Policy, and monitor the implementation of the Policy.

The Nomination Committee has primary responsibility for identifying suitably qualified candidates to become members of the Board and, in carrying out this responsibility, will give adequate consideration to the Policy.

5. REVIEW OF THE POLICY

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

Should there be any discrepancy between the English version and the Chinese version of this Policy, the English version shall apply and prevail.