

**CHINA RESOURCES LAND LIMITED**  
**(the “Company”)**  
**BOARD DIVERSITY POLICY**

(Adopted on 23 August 2013)

(Revised on 4 December 2018)

**1. PURPOSE**

1.1 This Policy aims to set out the approach to achieve diversity on the Company’s board of directors (the “Board”).

**2. VISION**

2.1 The Company recognizes and embraces the benefits of having a diverse Board (including diversity in terms of cultural and educational background, professional experiences, gender and age) to enhance the quality of its performance.

2.2 To further attain its strategic objectives and sustainable development, the Company aims to promote diversity not only at the Board level but also at the senior management level as appropriate taking into account the Company's circumstances.

**3. POLICY STATEMENT**

3.1 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 cultural and educational background, professional experience, skills, knowledge, gender, age, ethnicity and length of service, to assess whether the skills, experiences and diverse perspectives as well as the contribution that the candidate can bring to the Board. 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.

**4. MEASURABLE OBJECTIVES**

4.1 Selection of candidates will be based on a range of diversity perspectives, including but not limited to cultural and educational background, professional experience, skills, knowledge, gender, age, ethnicity and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board.

4.2 The Nomination Committee of the Company will develop and maintain the Board's diversity policy, regularly review the implementation of the measurable objectives under this diversity policy, and disclose this diversity policy (or a summary thereof) and the progress towards achieving the measurable objectives in the Company's corporate governance report.

## **5. MONITORING AND REPORTING**

5.1 The 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.

## **6. REVIEW OF THIS POLICY**

6.1 The Nomination Committee will review this Policy, as appropriate, 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.

## **7. DISCLOSURE OF THIS POLICY**

7.1 This Policy will be published on the Company's website for public perusal.

7.2 A summary of this Policy and the measurable objectives for implementing this Policy as well as the progress towards achieving those objectives will be disclosed in the Company's corporate governance report annually.