



## **BOARD DIVERSITY POLICY**

### **1. PURPOSE**

This board diversity policy (the “**Policy**”) sets out the approach adopted by the board of directors (the “**Board**”) of Beijing SinoHytec Co., Ltd. (the “**Company**”) in order to achieve diversity of Board members.

### **2. VISION**

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

### **3. POLICY STATEMENT**

The Company endeavors to ensure that its Board members have the appropriate balance of skills, experience, and diversity of perspectives that are required to support the execution of its business strategy. All Board appointments will be based on meritocracy, and candidates will be considered against appropriate criteria and the attributes that they will bring to the Board to complement and enrich the competencies, experience and diversity of the Board.

### **4. IMPLEMENTATION**

The Company commits to selecting the best person for the role. A number of factors will be taken into account in determining the Board composition to achieve diversity of the Board according to the business model and specific demands of the Company, including but not limited to gender, age, cultural and educational background, race, professional experience, skills, knowledge, length of service. The ultimate decision will be based on merits and contribution that the selected candidates will bring to the Board. The Board's composition (including age, gender and length of service) will be disclosed in the Corporate Governance Report annually.

### **5. MONITORING AND REPORTING**

The Nomination Committee of the Board (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**

The Nomination Committee shall be responsible for monitoring the implementation of the policy as well as reviewing and revising the policy to ensure its effectiveness.

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

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

A summary of this Policy and the progress of implementing this Policy will be disclosed in the Corporate Governance Report on an annual basis.

*NOTE: If there is any discrepancy between the English version and the Chinese version, the Chinese version shall prevail.*