

CIFI Holdings (Group) Co. Ltd. PÓ Ó " ãHz [æ Y  
(the "Company") (•æ Y)

BOARD DIVERSITY POLICY c7 H í á ĩ y <

(Effective on 1 September 2013) 2013 9 1 " )

A. PURPOSEŽ ' \_

The board diversity policy (the "Policy") sets out the approach to diversitythe board of directors of the Company (the "Board").

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B. SCOPE OF APPLICATION P " #H| \_

truly diverse Bard will include and make good use of differences in the talents, skills, regional and industry experience, background, gender and other qualities of the members of the Board. These differences will be considered in determining the optimum composition ofthe Board and when possible should be balanced appropriately. All appointments of the members of the Board are made on merit, in the content of the talents, skills and experience the Board as a whole requires to be effective.

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The Nomination Committee of the Company (the "Nomination Committee") reviews and assesses the composition of the Board and makes recommendations to the Board on appointment of new directors of the Company. The Nomination Committee also oversees the conduct of the annual review of the effectiveness of the Board.

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In reviewing and assessing the composition of the Board, the Nomination Committee will consider the benefits of all aspects of diversity, including without limitation, those