



## Board Diversity Policy

### I. Purpose

Shenzhen Expressway Corporation Limited (the "Company") believes that diversity of the board members will help enhance the effectiveness of the operations of the Board as well as enhance the overall governance level of the company. The policy aims to outline the policies adopted by the board of directors of our company to achieve diversity in its members.

### II. Policy Statement

The Board of directors fully considers the actual situation and development needs of the Company, as well as the principle of diversity in board members, when selecting, evaluating, and nominating candidates for directors.

The Board of directors will consider and evaluate the diversity of board members from multiple perspectives, including but not limited to age, gender, cultural and educational background, industry background, professional experience, skills, and service tenure.

### III. Measurable objectives

When selecting candidates for the board of directors, the Board will strive to achieve the following measurable goals based on the company's nomination policy and the principle of diversity:

1. The board of directors should be composed by members with different industry/professional backgrounds, including at least (1) those related to the company's main business, such as highways, environmental protection, etc; (2) Financial accounting; (3) Related to the operation and management of listed companies, such as finance, securities, law, etc.
2. At least one-third (i.e. 4) of the board members are independent directors, who should be composed of individuals familiar with the operation of the mainland market and the Hong Kong market.
3. At least 2 members of the board of directors shall have served in the company or as directors for more than 3 years to ensure awareness of the company's business and management resources, as well as the continuity of management culture.

4. There should be at least one male member and one female member in the board of directors.

#### **IV. Monitoring and Reviewing**

The Nomination Committee is responsible for monitoring and reviewing the implementation of the policy, expanding and reviewing measurable goals at appropriate times to ensure the effectiveness of the policy.

The Nomination Committee shall timely discuss if any revisions is necessary to the policy based on the actual situation of the Company, and submit relevant revision suggestions to the Board of directors for review and approval.

#### **V. Reporting**

The Company reports the policy or policy summary to shareholders annually in its corporate governance report.