

CIMC Vehicles (Group) Co., Ltd.

中集車輛(集團)股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

BOARD DIVERSITY POLICY

1. Purpose

- 1.1. CIMC Vehicles (Group) Co., Ltd. (hereinafter referred to as “Company”) recognizes the importance of diversity of board of directors (hereinafter referred to as “Board”) to corporate governance and the effectiveness of the Board.
- 1.2. The purpose of this policy is to set out the basic principles to be followed to ensure that the Board has the appropriate balance of skills, experience and diversity of perspectives necessary to enhance the effectiveness of the Board and to maintain high standards of corporate governance.

2. Vision

- 2.1. The Company recognizes and embraces the benefits of Board diversity to enhance the quality of its performance.

3. Nomination and Appointments

- 3.1. With a view to achieving a sustainable and balanced development, the Company sees increasing Board diversity as an essential element in supporting the attainment of its strategic objectives and its sustainable development.
- 3.2. Board nomination and appointments will continue to be made on merit basis based on its business needs from time to time while taking into account diversity of the Board. The Nomination Committee of the Board (hereinafter referred to as “Nomination Committee”) has primary responsibility for identifying suitably qualified candidates to become members of the Board and shall give adequate consideration to this policy in selection of candidates of the Board.

4. Measurable Objectives

- 4.1. Selection of candidates of the Board shall be based on a range of diversity perspectives with reference to the Company’s business model and specific needs, including but not limited to gender, race, language, age, cultural background, educational background, industry experience and professional experience, skills, knowledge and length of service. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board. The Board’s composition (including gender, race, age, length of service) will be disclosed in the Company’s annual report.

5. Monitoring and Reporting

- 5.1. The Nomination Committee is responsible for reviewing the policy, developing and reviewing measurable objectives for implementing the policy and monitoring the progress on achieving these measurable objectives. The Nomination Committee shall review this policy and the measurable objectives at least annually to ensure the continued effectiveness of the Board.
- 5.2. The Nomination Committee shall discuss any amendments that may be required and propose any such amendments to the Board for review and approval.

6. Disclosure of the Policy

- 6.1. This policy will be published on the Company's website for public reference.
- 6.2. A summary of this policy, including any measurable objectives it has set for implementing this policy, and progress on achieving those objectives will be disclosed in the Company's annual report and/or as required under the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited.

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