

董事会成员多元化政策

越秀交通基建有限公司

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第一条 目的

本政策旨在列载越秀交通基建有限公司（「本公司」）董事会（「董事会」）为达致成员多元化而采取的方针。

第二条 愿景

本公司明白并深信董事会成员多元化对提升公司的表现素质裨益良多。

第三条 政策声明

本公司在设定董事会成员组合时，会从多个方面考虑董事会成员多元化，包括但不限于性别、年龄、文化及教育背景、种族、专业经验、技能、知识及服务任期。

董事会所有委任均以用人唯才为原则，并在考虑人选时以客观条件充分顾及董事会成员多元化的裨益。

第四条 可计量目标

甄选人选将按一系列多元化范畴为基准，包括但不限于性别、年龄、文化及教育背景、种族、专业经验、技能、知识及服务任期。

最终将按人选的长处及可为董事会提供的贡献而作决定。

第五条 监察与汇报

提名委员会将每年在《企业管治报告》内披露董事会在多元化层面的组成，并监察本政策的执行。

第六条 检讨本政策

提名委员会将在适当时候检讨本政策，以确保本政策行之有效。提名委员会将会讨论任何或需作出的修订，再向董事会提出修订建议，由董事会审批。

第七条 本政策的披露

本政策概要及为执行本政策而制定的可计量目标和达标进度将每年在《企业管治报告》内披露。

BOARD DIVERSITY POLICY

YUEXIU TRANSPORT INFRASTRUCTURE LIMITED

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1. Purpose

This Policy aims to set out the approach to achieve diversity on the Company's board of directors ("Board").

2. Vision

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

3. Policy Statement

In designing the Board's composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service.

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

Selection of candidates will be based on a range of diversity perspectives, including but not limited to gender, age, cultural and educational background, ethnicity, 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.

5. Monitoring and Reporting

The Nomination Committee will disclose 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 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

A summary of this Policy together with the measurable objectives set for implementing this Policy, and the progress made towards achieving those objectives will be disclosed in the annual Corporate Governance Report.