Board Diversity Policy
1. Policy Statement
The Company sees increasing diversity at the Board level as an essential
element in supporting the attainment of its strategic objectives and its
sustainable development. The Company formulates its board diversity policy
to improve corporate governance. The Company insists on the principle of
hiring employees based on their competence, which is selecting members of
the Board by objective standards, corporate business model and special needs
from time to time and other factors, taking into account multiple factors such
as skills, professional and industry experience, cultural and educational
background, the term of service, gender and age.
2. Diversity Perspectives
Selection of candidates will be based on a range of diversity perspectives,
including but not limited to skills, professional and industry experience,
cultural and educational background, the term of service, gender and age.
Current members of the Board possess different professional backgrounds.
Each of them has accumulated rich experience in areas such as building
materials, business management, capital operation, accounting rules,
corporate finance, strategic management, risk management, intellectual
property and technological innovation, providing the Board with diversified

perspectives to make decisions, and providing the Company with professional
opinions for formulating operation policies.
3. Monitoring and Analysis
The Nomination Committee conducts regular analysis of the structure, size and
composition of the Board, and proposes any changes to the Board to be made
in line with the Company’s strategies. In analyzing and assessing the
composition of the Board and nomination of Directors, the Nomination
Committee is committed to diversity at all levels and considers factors of the
diversity policy, including but not limited to gender, age, cultural and
educational background, professional experience, skills, knowledge, as well
as industry and regional experience.