# Board Diversity Policy

1. Purpose

1.1 This Policy outlines the approach adopted by the Board of Directors (hereinafter referred to as the "Board") of Fuyao Glass Industry Group Co., Ltd. (hereinafter referred to as the "Company" or "the Company") to achieve diversity among its members.

2. Policy Statement

2.1 The Board shall possess appropriate requisite skills, experience and diverse perspectives and views commensurate with the Company's business. The Board shall ensure that changes to its composition do not give rise to undue disruption. The mix of executive directors and non-executive directors (including independent directors) on the Board should be balanced to provide the Board with a strong independent element for the effective exercise of independent judgment. Non-executive directors shall possess the requisite expertise and be sufficient in number to ensure their perspectives carry significant weight in Board deliberations.

2.2 In determining the composition of the Board, the Company will consider Board diversity from a range of aspects including, but not limited to, gender, age, cultural and educational backgrounds, ethnicity, professional experience, skills, knowledge, and tenure. All appointments to the Board shall be made on the principle of meritocracy, with due and objective consideration given to the benefits of Board diversity when selecting candidates.

3. Measurable Objectives

3.1 The Company will select candidates based on a range of diversity criteria including, but not limited to, gender, age, cultural and educational backgrounds, ethnicity, professional experience, skills, knowledge, and tenure. Final selection decisions shall be made based on a holistic assessment of candidates' competencies and the value-add they bring to the Board. The composition of the Board (including gender, ethnicity, age, and tenure) will be disclosed annually in the Corporate Governance Report.

4. Monitoring and Reporting

4.1 The Nomination Committee shall report annually in the Corporate Governance Report on the diversity composition of the Board and monitor the implementation of this Policy.

5. Review of this Policy

5.1 The Nomination Committee will review this Policy on a periodic basis (at least annually) to ensure its continued relevance and effectiveness. The Nomination Committee will discuss any revisions that may be required and approve them in a timely manner.

6. Disclosure of this Policy

6.1 This Policy is posted on the Company's website to facilitate stakeholder review.

6.2 A summary of this Policy, together with the measurable objectives set for its implementation and the progress towards their achievement, will be disclosed annually in the Corporate Governance Report.

Fuyao Glass Industry Group Co., Ltd.