

Fuyao Glass Industry Group Co., Ltd.
(A joint stock limited company incorporated
in the People’s Republic of China with limited liability)
Board Diversity Policy

1. Purpose

1.1 This Policy aims to set out the policy to achieve diversity on the board of directors (hereinafter referred to as the “Board”) of Fuyao Glass Industry Group Co., Ltd. (hereinafter referred to as the “Company”).

2. Policy statement

2.1 The Board shall have a balance of skills, experience and diversity of views and perspectives appropriate to the requirements of the Company’s business. The Board shall ensure that changes to composition of the Board can be managed without undue disruption. The Board shall include a balanced composition of executive and non-executive directors (including independent directors) so that there is a strong independent element on the Board, which can effectively exercise independent judgement. Non-executive directors shall be of sufficient calibre and number for their views to carry weight.

2.2 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.

3. Measurable Objectives

3.1 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. The Board’s composition (including gender, ethnicity, age, length of service) will be disclosed in the Corporate Governance Report annually.

4. Monitoring and Reporting

4.1 The Nomination Committee will report annually in the Corporate Governance Report on the Board’s composition under diversified perspectives, and monitor the implementation of this Policy.

5. Review of this Policy

5.1 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 approve in due course.

6. Disclosure of this Policy

6.1 This Policy will be published on the Company's website for public information.

6.2 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 Corporate Governance Report annually.