

CIFI Holdings (Group) Co. Ltd. 旭辉控股（集团）有限公司
(the “Company”) (「本公司」)
BOARD DIVERSITY POLICY 董事会成员多元化政策
(Effective on 1 September 2013) (于2013年9月1日生效)

A. PURPOSE 目的

The board diversity policy (the “Policy”) sets out the approach to diversity on the board of directors of the Company (the “Board”).

董事会成员多元化政策（「政策」）载列令本公司董事会（董事会）成员多元化的途径。

B. SCOPE OF APPLICATION 适用范围

The Policy applies to the Board. The Policy does not apply to diversity in relation to employees of the Company and its subsidiaries.

政策适用于董事会。政策并不适用多元化有关本公司及其附属公司的雇员。

C. POLICY STATEMENT 政策说明

The Company recognizes and embraces the benefits of having a diverse Board, and sees diversity at Board level as an essential element in maintaining a competitive advantage. A truly diverse Board will include and make good use of differences in the talents, skills, regional and industry experience, background, gender and other qualities of the members of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All appointments of the members of the Board are made on merit, in the content of the talents, skills and experience the Board as a whole requires to be effective.

本公司了解及认同具有多元化董事会成员的裨益，并认为在董事会层面多元

能、技能、地区及行业经验、背景、性别及其他特质的董事会成员，并可加以利用。该等不同将于厘定董事会的最适合组成时予以考虑，并于可能情况下保持适当平衡。董事会成员的所有委任均按董事会整体运作所需要的才能、技能及经验水平而作出。

In reviewing and assessing the composition of the Board, the Nomination Committee will consider the benefits of all aspects of diversity, including without limitation, those described above, in order to maintain an appropriate range and balance of talents, skills, experience and background on the Board.

于审阅及评估董事会组成时，提名委员会将考虑各方面多元化的裨益（包括但不限于上文所述者），以维持董事会在才能、技能、经验及背景之适当范围及平衡。

In recommending candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria and with due regard for the benefits of diversity on the Board.

于推荐人选以委任加入董事会时，提名委员会将按客观条件考虑人选，并适度顾及董事会成员多元化的裨益。

In overseeing the conduct of the annual review of the effectiveness of the Board, the Nomination Committee will consider the balance of talents, skills, experience, independence and knowledge on the Board and the diversity representation of the Board.

于董事会进行有效性年度审阅监管时，提名委员会将考虑董事会的才能、技能、经验、独立性、知识之平衡以及董事会是否具备多元化代表性。

D. MEASURABLE OBJECTIVES 可计量目标

The Nomination Committee will discuss and assess from time to time all measurable