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.