

Beijing Enterprises Holdings Limited
(the “*Company*”)
BOARD DIVERSITY POLICY (the “*Policy*”)

1. Purpose

This Policy aims to set out the approach to achieve diversity on the board of directors (the “*Board*”) of the Company.

2. Vision

The Company recognises and embraces the benefits of having a diverse Board to enhance the quality of its performance.

3. Policy Statement

With the aim of enhancing Board effectiveness and corporate governance level as well as achieving our Group’s business objectives, the Company sees increasing diversity at the Board level as an essential element in supporting its sustainable development. 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, and any other factors that the Board may consider relevant and applicable from time to time. All Board appointments will be based on merit, and candidates will be considered against objective criteria, having due regard to the benefits of Board diversity.

4. Measurable Objectives

Selection of candidates of the Board members will be based on a number of diversity factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service, and any other factors that the Board may consider relevant and applicable from time to time. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard to the benefits of Board diversity and also the needs of the Board without focusing on a single diversity aspect. The Board’s composition will be disclosed in the Corporate Governance Report of the Company annually in accordance with the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “*Listing Rules*”).

5. Monitoring

The nomination committee of the Company (the “*Nomination Committee*”) is

responsible for monitoring the achievement of the measurable objectives set out in this Policy. It will review the Board's composition at least once annually taking into account the benefits of all relevant diversity aspects and adhere to the Policy when making recommendation on any Board appointments.

6. Review of Policy

The Nomination Committee will review the Policy, as appropriate, to ensure the effectiveness of the Policy. It will discuss any revisions to the Policy that may be required, and recommend any such revisions to the Board for consideration and approval.

7. Disclosure of the Policy

The Policy will be published on the website of the Company for public information.

A summary of the Policy together with the measurable objectives set for implementing the Policy, and the progress made towards achieving those objectives will be disclosed in the Corporate Governance Report of the Company in accordance with the Listing Rules.

28 March 2019