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China Construction Bank (London) Ltd

Board Diversity Policy



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1 Diversity Policy

Diversity Policy

1.1 Applicability

The Board Diversity Policy (the ‘**Policy**’) sets out the approach to diversity on the Board of directors of China Construction Bank (London) Limited (the ‘**Board**’). The Policy applies to the Board. It does not apply to diversity in relation to employees of China Construction Bank (London) Limited, which is covered by the Diversity Policy within the Staff Handbook.

1.2 Policy Statement

The Board acknowledges the benefits of greater diversity. Appointments to the Board are based on merit and objective criteria reflecting the skills, knowledge and experience needed to ensure a rounded and effective Board. Diversity embraces knowledge and understanding of relevant diverse geographies, peoples and their backgrounds and includes race, social, educational and professional background, disability, gender, sexual orientation, religion, belief and age, as well as culture, personality, work-style and cognitive and personal strengths. The Board is focused upon increasing Board diversity without compromising on the calibre of directors.

1.3 Process for appointment

China Construction Bank Corporation as the immediate holding company of CCBL may appoint any person to be a director of CCBL in accordance with the Article of Association of CCBL.

The Chairman of the Board will be consulted in the director appointment process, taking into account the benefits of diversity.

1.4 Governance of this Policy

The Board in conjunction with the Secretary to the Board and the Head of Human Resources shall be responsible for reviewing this Policy annually to ensure that it continues to meet legal requirements and reflects best practice, the review will also include an assessment of the effectiveness of the Policy.