



Beijing Capital Jiaye Property Services Co., Limited

北京京城佳業物業股份有限公司

(A joint stock company incorporated in the People's Republic of China with limited liability)

(Stock Code: 2210)

Board Diversity Policy

Article 1 To facilitate the board diversity of Beijing Capital Jiaye Property Services Co., Limited (hereinafter referred to as the “Company”) in terms of appointment and composition, the Company formulates this Board Diversity Policy (hereinafter referred to as the “Policy”) in accordance with the Corporate Governance Code set out in Appendix C1 of the Rules Governing the Listing of Securities (hereinafter referred to as the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

Article 2 The Policy is the principle and policy formulated and to be complied with for the diversity of the board of directors of the Company (the “Board”).

Article 3 The members of the Board of the Company shall be appointed according to the business model and specific needs of the Company and have appropriate skills, experience, and diversity of perspectives.

Article 4 All Board appointments are based on meritocracy, and candidates shall be considered for the benefits of the Board diversity. In determining the composition of the Board, a number of factors should be taken into account to achieve the Board diversity, including but not limited to gender, age, cultural and educational background, professional experience and qualifications, skills, knowledge and length of service, and backgrounds in terms of technical, legal, financial, management and auditing areas, as well as any other factors as the Board may from time to time consider relevant and applicable. The final decision shall be made based on the strengths of the candidates and the contributions they can make to the Board.

Article 5 The nominated director candidates should conform to the following principles:

- (I) Complying with relevant laws, regulations and Articles of Association of Beijing Capital Jiaye Property Services Co., Limited, to ensure the effective discussions at the Board and enable the Board to make scientific, prompt and careful decisions;
- (II) Having necessary knowledge, skills and quality to perform their duties;
- (III) The appointment of such candidates contributes to a reasonable professional structure in the Board; and
- (IV) The Board should have diverse skills for the business needs of the Company.

Article 6 The nomination committee of the Board (the “Nomination Committee”) will review and assess the implementation of this Policy as appropriate as possible to ensure the effectiveness of this Policy, and report the Board composition in terms of diversity in the Corporate Governance Report. According to the Listing Rules, the Stock Exchange does not consider a board composed entirely of directors of the same gender to have achieved board diversity. Therefore, if a single-gender board occurs, the Nomination Committee must identify suitable candidates within three months from the date of non-compliance to restore compliance with the board diversity requirements. The Nomination Committee will discuss any amendments to the Policy when necessary, and recommend any such revisions to the Board for consideration and approval.

Article 7 This Policy is published on the Company’s website for public inspection.

Article 8 The Board will formulate measurable objectives for the Policy from time to time. The Company will review the implementation and effectiveness of the issuer’s board diversity policy annually, and disclose the summary of this Policy and the progress of measurable objectives formulated for this Policy in the Corporate Governance Report on a yearly basis.

Article 9 In case of any inconsistencies between the Chinese and the English versions of this Policy, the Chinese version shall prevail.

Article 10 The rights of interpretation of this Policy shall be vested in the Nomination Committee.

Article 11 This Policy shall come into effect on the date of issuance following approval by the Board of the Company. The “Board Diversity Policy of Beijing Capital Jiaye Property Services Co., Limited (Applicable after H-share Issuance)” (Beijing Capital Jiaye Board Secretary Circular [2021] No. 72) shall be repealed simultaneously.